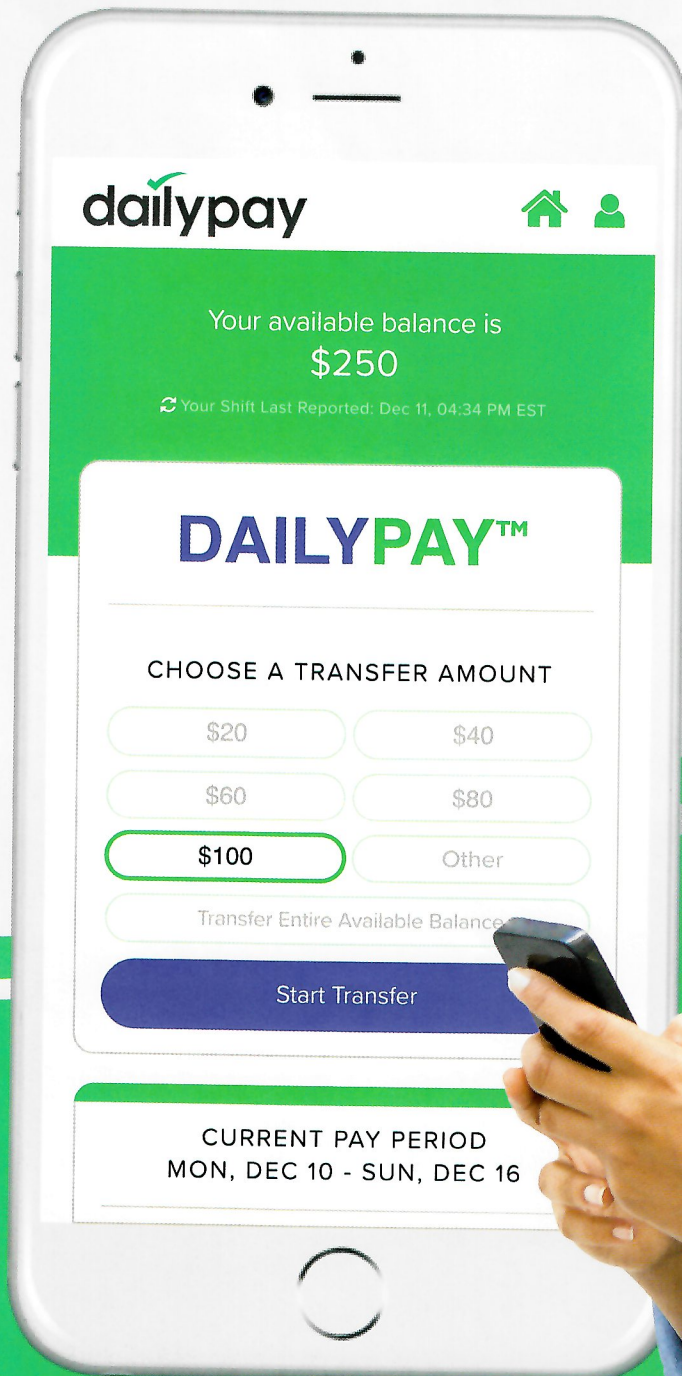




**Six Flags®**  
**2020**  
**SEASONAL**  
**HANDBOOK**

# Sometimes life can't wait for your next paycheck.

**You** can now access your pay when you need it.



Access your pay by visiting  
**[dailypay.tm/sftp2020](https://dailypay.tm/sftp2020)**

**dailypay**

# Welcome



## The Largest Regional Theme Park Company In The World

\_\_\_\_\_  
Name

\_\_\_\_\_  
Department

\_\_\_\_\_  
Facilitator's Name(s)

\_\_\_\_\_  
Department Phone Number

### **We are looking forward to working with you and building your foundation to success.**

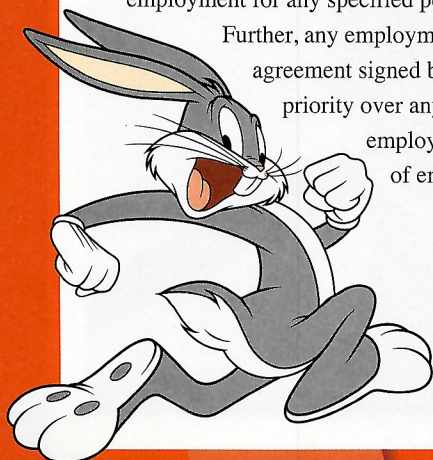
This Handbook identifies some of the tasks that we will call on you and other Team Members to perform during your working time. Working time includes any time during your scheduled shift when you are at your work station and performing work duties; working time does not include regularly scheduled rest periods, meal breaks or the time spent going to and from your work station before and after your meals, breaks or work shift. You are not expected to perform any job duties except during your scheduled working time unless your supervisor explicitly authorizes you to do so.

#### **IMPORTANT NOTICE:**

#### **THIS HANDBOOK IS NOT A CONTRACT/AT-WILL EMPLOYMENT.**

Nothing In this handbook should be construed as a promise of any kind, nor as creating a contract regarding wages or any other working conditions. Although we hope that your employment with us will be for the entire season, **YOUR EMPLOYMENT IS "AT-WILL" which means that either you or Six Flags Entertainment Corporation may terminate this relationship AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.** Please understand that no supervisor, manager, or representative of Six Flags Entertainment Corporation, other than an authorized representative, has the authority to enter into any agreement with you, written or oral, for employment for any specified period of time or to make any promises or commitments contrary to the foregoing.

Further, any employment agreements entered into shall not be enforceable unless it is in a formal written agreement signed by you and an authorized representative of Six Flags Entertainment Corporation. This takes priority over any other provision in the handbook, and any promise, oral or written, made by an officer or employee of the company including your supervisor. This handbook is not a contract or guarantee of employment, express or implied, for any specific duration.



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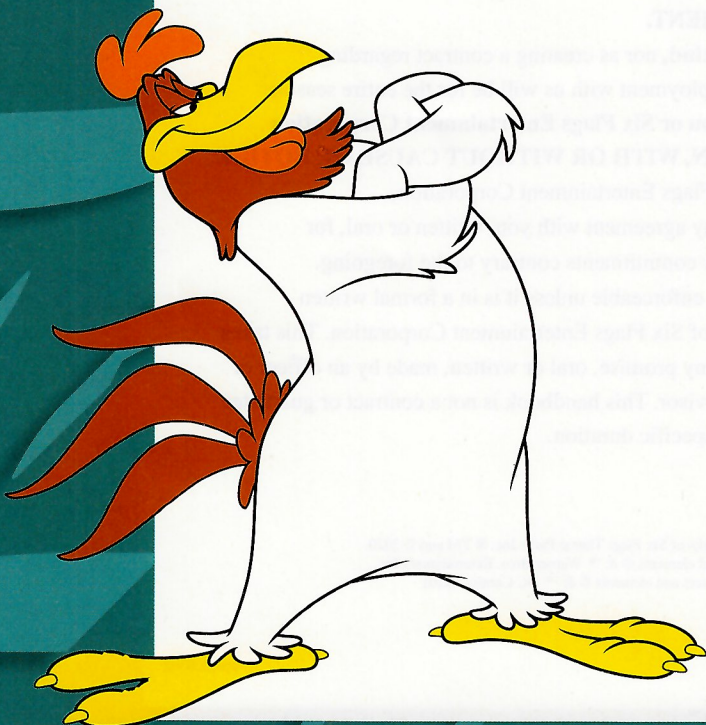
## The Six Flags Story

### THE BEGINNING

In the late 1950s, Angus G. Wynne, Jr., a Texas oilman, had a dream of a new form of family entertainment. He imagined theme parks that would be large in scope - even bigger than Disneyland - but close to where people lived, so the park could be more affordable and easier for people to visit. Of course, he wanted his parks to have an emphasis on thrilling rides and family fun. Little did he know that this idea would one day become Six Flags Theme Parks.

### A LEADER IN THE INDUSTRY

Six Flags Over Texas in Arlington, Texas - the first Six Flags Park - opened in 1961. Mr. Wynne divided the park into six themed areas which honored the six countries whose flags had flown over the state throughout its colorful history. This marked the beginning of the Six Flags tradition and its reputation as a leader in the industry. Six Flags has pioneered features that have since gone on to become the theme park standards with innovations such as the one-price admission ticket, river rafting adventures like the log flume, and even the first tubular steel roller coaster. The Six Flags trademark of innovation proudly continues today with new innovative rides like Kingda Ka, the tallest fastest coaster in the world and Batman® The Ride, the first inverted, outside looping coaster. Of course, the most important part of the Six Flags experience is still an unqualified commitment to a "Guest First" policy of park safety, cleanliness, and attention to our Guests' every need.



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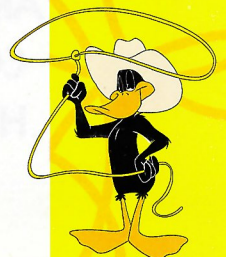
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# OUR SIX FLAGS FAMILY



AMERICA  
DARIEN LAKE  
DISCOVERY KINGDOM  
FIESTA TEXAS

GREAT ADVENTURE  
GREAT AMERICA  
MAGIC MOUNTAIN  
MEXICO

NEW ENGLAND  
OVER GEORGIA  
OVER TEXAS  
ST. LOUIS



ARLINGTON  
CONCORD  
HOUSTON

LOS ANGELES  
NEW JERSEY  
OAXTEPEC

OKLAHOMA CITY  
PHOENIX  
ROCKFORD



# 2020 NEW ATTRACTIONS



**CATWOMAN™ WHIP**  
Six Flags St. Louis / Six Flags Over Georgia

**POISON IVY™ TOXIC SPIN**  
Six Flags Over Georgia

**HARLEY QUINN™ SPINSANITY**  
Six Flags America

**SUPERGIRL™ SKY FLYER**  
Six Flags New England

**AQUAMAN™ POWER WAVE**  
Six Flags Over Texas

**JERSEY DEVIL COASTER**  
Six Flags Great Adventure

**SIDEWINDER SAFARI**  
Six Flags Discovery Kingdom

**ADIRONDACK OUTLAW**  
Six Flags Great Escape Resort

**CRAZANITY**  
Six Flags Mexico

**VIPÈRE**  
La Ronde

**DARE DEVIL DIVE FLYING MACHINES**  
Six Flags Fiesta Texas

**EXPANDED FRIGHT FEST & HOLIDAY IN THE PARK**  
Six Flags Magic Mountain

**WAHOO WAVE**  
Six Flags Darien Lake

**TSUNAMI SURGE**  
Six Flags Great America

**PYTHON PLUNGE**  
Six Flags White Water

**TIDAL WAVE**  
Hurricane Harbor Rockford

**WAHOO RACER**  
Hurricane Harbor Oklahoma City

**BANZAI PIPELINE**  
Hurricane Harbor Arlington

**PARADISE ISLAND**  
Hurricane Harbor Phoenix



## Once a Vision... Now a Tradition

Conjuring up a simple fantasy is not enough. I seek to create a magical reality called Six Flags. A retreat offering guests a peculiarly believable illusion where colorful bubbling brooks abound and lighting produces the aesthetic aura of stars twinkling through the trees at night. To this end I and scores of others will turn our time, effort and devotion.

Our guests will feel the summer heat and become tired. They will begin to realize there is dye in the water and see wires running to lights in the trees; but they will believe because we believe, they will be happy because we are happy. We, the Six Flags family will create and complete the illusion every day for every guest. We will offer a place where everyone can truly escape and share in the magic happiness; theirs and ours.

Very Truly Yours,

Six Flags Founder 1961



# Welcome Aboard



## A Message From Our C.E.O.

Welcome to Six Flags! I am very excited that you have decided to join our team! Your enthusiasm and personal commitment to our guests and your fellow Team Members will be the key to our success.

Our company is home to great rides and thrills, but the real heart of Six Flags is YOU. Your enthusiasm and exceptional guest service every day is at the heart of the Six Flags experience! You and all your co-workers deliver the fun and thrills to all ages that are at the core of our brand.

Like many of you, this is my first season with Six Flags. I am looking forward to this new adventure and very excited to be a part of providing world-class entertainment. As for our returning Six Flags veterans—I look forward to learning from you and gaining your insight into what makes you return season after season.

Thank you for being here! Together we will make this a very memorable season. When you see me walking through the park or hotel, please be sure to say hello. I am looking forward to meeting you!



Sincerely,

Mike Spanos

President and CEO

FRIENDLY CLEAN FAST SAFE SERVICE





**OUR VISION**

**TO BE THE WORLD'S LEADING  
REGIONAL THEME PARK COMPANY**

**OUR MISSION**

**CREATING FUN AND  
THRILLS FOR ALL AGES**

**OUR MANTRA**

**🚩 FRIENDLY 🚩 CLEAN 🚩 FAST 🚩 SAFE  
S E R V I C E**

**OUR VALUES**

**SAFETY, SERVICE, FUN & FRIENDLINESS  
INTEGRITY, INNOVATION, RESULTS ORIENTATION**

**FRIENDLY**

**CLEAN**

**FAST**

**SAFE**

### **Friendly SERVICE**

**Make a positive and lasting impression on our guests by going the extra mile.**

- Acknowledge and greet Guests and Team Members with a smile
- Listen, and be willing to engage in a conversation
- Anticipate what Guests need and provide it, even before they ask

### **Clean SERVICE**

**Create an environment where everything feels fresh and new every day.**

- Keep ourselves and our surroundings neat, organized, and spotless
- Wherever there is trash around the park, don't pass it up, pick it up!
- Make sure our Guests are comfortable, as if they were visitors to our home

### **Fast SERVICE**

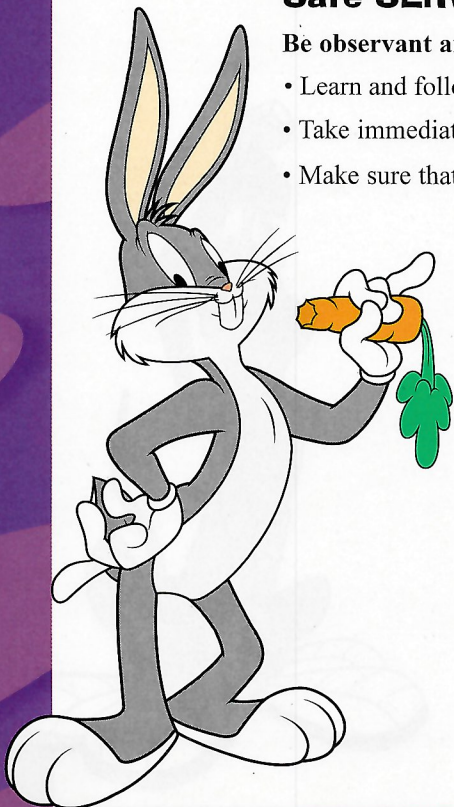
**Act quickly, efficiently and enthusiastically in serving our Guests.**

- Be prepared for every interaction and transaction
- Hustle when addressing Guest needs and deliver quality every time
- Do your part to minimize wait times and keep lines moving

### **Safe SERVICE**

**Be observant and take action to ensure a safe environment, for our Guests and each other.**

- Learn and follow all of the steps required to serve Guests safely in your specific area
- Take immediate action to address any unsafe condition or behavior
- Make sure that our Guests feel they are safe in our parks

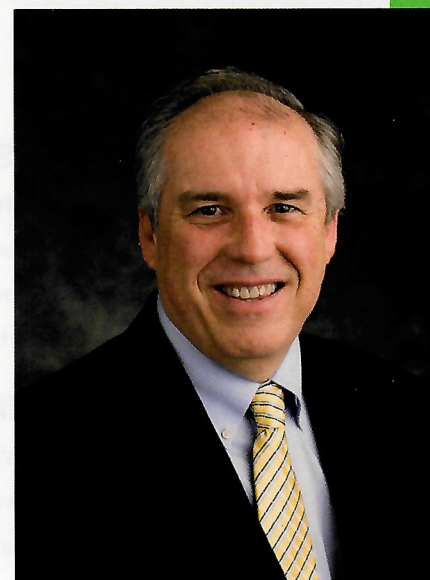




# FRIENDLY

Hands down, Six Flags has some of the best rides, slides and facilities in the industry, but when you step back and think about it, these physical attractions are merely metal, bricks and mortar. What brings our business to life is YOU!

How you interact with our Guests will enhance their day and make a true difference. Although our rides, shows and animals set the stage, your attitude and *Friendly*, outgoing interactions with our guests will turn their experiences into fond, lifelong memories.



Another fundamental aspect of Six Flags is keeping our parks Clean. I know this can be challenging at times, but it is a challenge we are committed to achieving each and every day we are open. Join me in taking pride in our own work areas and keeping our grounds spotless.

Millions of people will visit our parks this summer with the expectation their day will be memorable and fun. Your focus on being friendly and keeping our parks looking their best will make this a reality for them.

Sincerely,

Tom Iven

Senior Vice President

# CLEAN





**FAST**



**SAFE**

You have probably heard people say to go slow, take your time and be safe. Whoever said this obviously isn't operating world-class rides and attractions like we have at Six Flags. Our reputation around the world is based on speed and heart-pounding excitement.

We can do this because Six Flags has procedures and routines in place so we can provide *Fast, Safe* service to our Guests each and every day we are open. This is critical to our success.

Wherever you work in your park-Rides, Games, Park Services, Culinary Services, Security, Entertainment or Retail-your department will instruct you on how to perform your job safely. Carefully following these established procedures will insure that you, your co-workers, and our millions of Guests, can enjoy a carefree, fun day at the park.

Working quickly, efficiently and safely also saves time for our Guests. This means more rides and fun for them when you follow your work routines closely. Our Guests truly appreciate you helping them enjoy our parks fully by minimizing their wait times for rides, culinary services, games, merchandise and attractions.

Fast and Safe, when combined with Friendly and Clean, makes a real difference to each of our Guests. Thank you for making it happen each and every day!

Sincerely,



David McKillips  
Senior Vice President







SIX FLAGS IS  
DEDICATED TO PROVIDING  
**GREAT SERVICE**  
TO OUR GUESTS

## BUT WHAT IS GREAT SERVICE?

When was the last time you received great service? Bad service?

---

---

What made the great service you received memorable?

---

---

What could have been done to make the bad service you received better?

---

---

# HERE ARE 4 WAYS YOU PERSONALLY CAN MAKE AN IMPACT AT SIX FLAGS AND SHOW GREAT SERVICE TO OUR GUESTS:

## BE FRIENDLY

- Smile BIG
- Show genuine interest in the Guest
- If you notice the Guests name by their credit card, use it to thank them
- Listen actively to what the Guest wants
- Talk to the Guest - start a conversation. Three great conversation starters: the weather, sports teams, new rides and attractions
- Make the Guest feel important

## GREET GUESTS WARMLY

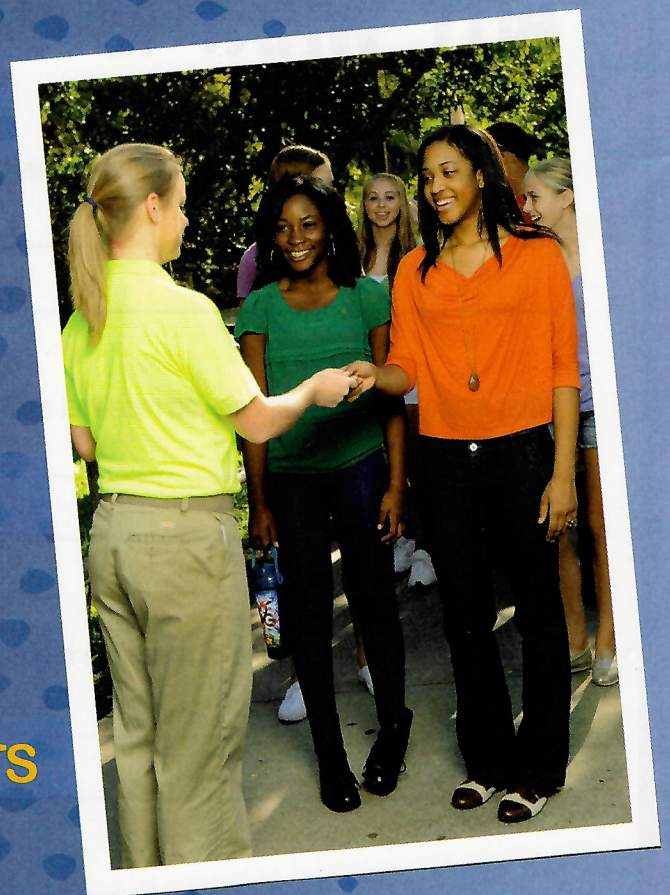
- “Hi” is the universal ice-breaker
- Try: “Hello”; “How are you?”; “How is your day?”
- Look Guests in the eye when speaking to them
- Stay accessible to Guests by being ready to provide assistance and demonstrating your interest

## ASK OPEN ENDED QUESTIONS

- “Tell me about what you would like to see”
- “What more can I do for you today?”
- “How may I help you?”

## FOLLOW THROUGH WITH GUESTS

- Thank them for visiting Six Flags
- Ask if there's anything more they need
- Suggest or point out something new at the park
- Know your Park and where key areas such as major rides, restaurants, rest rooms and smoking areas are located





## Mapopportunities – (Mapp-or-tune-a-tees)

Assisting our Guests through their day in an efficient manner allows them to enjoy more of our park and not waste time looking for thrills. When you see a Guest holding a map, this is your opportunity to ask how you can help. “May I help you find some fun?”, “Do you need assistance finding a location?” These simple questions will show our Guests you are here to help while suggesting additional locations for them to visit along their way!



## Speaking with a Child

Our smaller Guests deserve the same amount of attention and care as our adults. A child may be lost, looking for a location to visit, or have a question and look to us for guidance. Eye contact is important in any conversation so use this opportunity to get on the same level as the person you are speaking to. Kneeling down to connect with a child will show them you are willing to help and listen. Empathizing with a child will also comfort them as they may be nervous talking to a Team Member in uniform. Let them know you are here to help and don't forget to SMILE!



## Proper Closings

When talking to a Guest, it is important for them to know you have their attention from start to finish. Properly closing a conversation with a Guest, creates an interaction that will create a lasting impression and drive the Guest experience. Simple closings like, "Thank you and have a great day!", or "Thank you, is there anything else I can help you with?" are great to end a conversation with. You can also close with a Guest while making a suggestion or asking a question about their day. "Thank you, have you visited (Insert location here)?" Creating a conversation with our Guests, even if they seem rushed will ensure the experience will be a positive one.

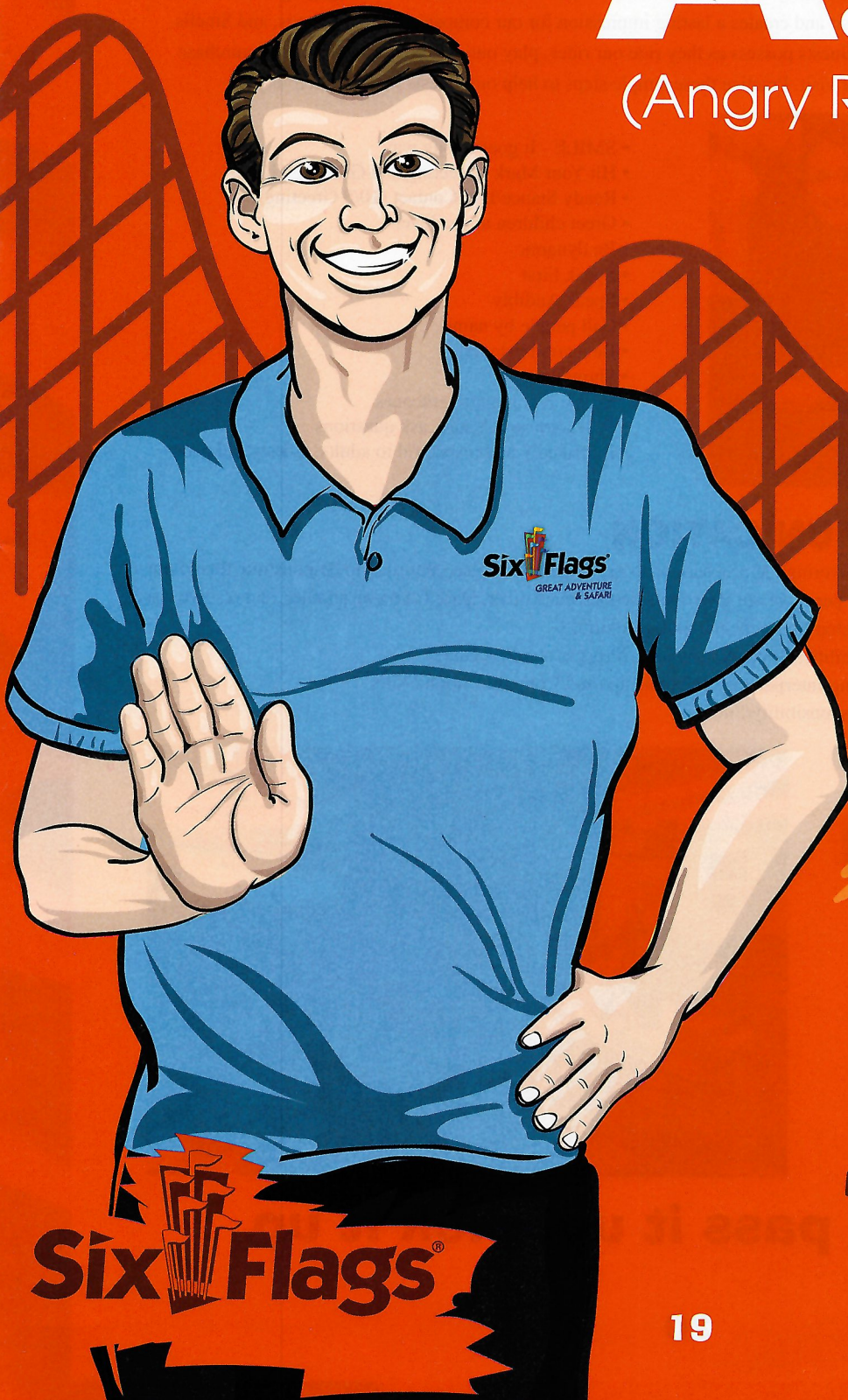


## See Something...Say Something

Your safety and the safety of our Guests is important. We value providing a safe and secure environment both inside and outside of our property and rely on every Team Member to participate in remaining vigilant. Do not be afraid to speak up if you notice anything that seems out of the ordinary, peculiar or suspicious. Although we go to great lengths to keep our parks safe and secure, we cannot do it alone. If you see something...say something.

# LET'S PUT A STOP TO **A.R.F.**

(Angry Resting Face)



**A.R.F.**



**A.R.F.**



**A.R.F.**





# The Six Flags Mantra

## OUR FORMULA FOR SUCCESS

Through Friendly, Clean, Fast, Safe Service, we sell the experience to our Guests and transport them through their day. From the time the Guest arrives, to the time they depart, we are responsible for their Thrill Level. Engaging our Guests in need of assistance adds value to their visit and creates a lasting impression for our company. Sights, Sounds, and Smells abound, we are fuel for the energy our Guests possess as they ride our rides, play our games, eat our food, and purchase timeless souvenirs commemorating their visit. Practice these simple steps to help our Guests through their day!

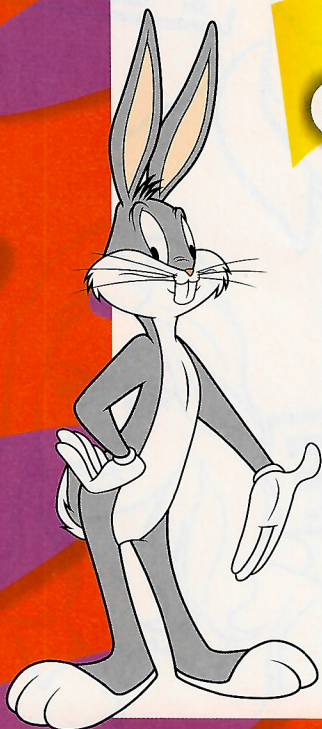


- SMILE - It goes a long way
- Hit Your Mark - Meeting and Greeting Guests
- Ready Stance/Eye Contact (10/5 Greeting)
- Greet children at eye level
- Be dynamic
- Speak First
- Speak Audibly
- Call people by name
- Be a good listener
- Show Interest
- Speak in complete sentences
- When you aren't sure, ask questions
- Be friendly and respectful to adults, Guests and peers

## FRIENDLY COMMUNICATION

Being Friendly is an integral part in delivering the best service to our Guests. It is also important to demonstrate this to our peers. When we communicate with our peers we are able to understand each other, learn from one another, and resolve issues.

- Together - Think/Problem Solve/Develop Interpersonal Skills Commit
- Everyone - Learns roles and responsibilities/Take responsibility/Process and Procedures
- Achieves - Mission and Goals/Learning/Interpersonal relationships and Communication Skills
- More - Development/Recognition/Responsibility/Success



**CLEAN**



**Don't pass it up, pick it up**



## Act quickly, efficiently and enthusiastically in serving our Guests.

Be prepared for every interaction and transaction by arriving at your work location at your scheduled start time and being ready to answer Guest questions.

### Know the Top 10 Guest questions at your Park

- |          |          |           |
|----------|----------|-----------|
| 1. _____ | 5. _____ | 8. _____  |
| 2. _____ | 6. _____ | 9. _____  |
| 3. _____ | 7. _____ | 10. _____ |
| 4. _____ |          |           |

Hustle when addressing Guest needs, and deliver quality every time

- Utilize Park resources such as Park Maps

Getting to know everything about the park is no easy task. Listed below are some of the sources of information that you can use to help answer our Guests' questions. Taking the time to familiarize yourself with park information will make you feel more at ease when approaching Guests to offer help. Ask your supervisor or fellow Team Member for additional assistance.

#### RESOURCES

- |                          |                  |                         |
|--------------------------|------------------|-------------------------|
| • Park Map               | • Show Schedule  | • Other Team Members    |
| • Height Requirements    | • Guest Services | • Guest Code of Conduct |
| • Team Member Newsletter |                  |                         |

Do your part to minimize wait times and keep lines moving

- |   |   |
|---|---|
| • Anticipate Guest needs                                | • Practice efficient work methods           |
| • Move quickly to address needs                         | • Assist with map and give clear directions |
| • Replace spilled drinks and food items                 |   |
| • Enhance the Guest experience through suggestive sales |   |

Six Flags Team Members are the most important link between our Guests and the park. You will need to know what services and facilities are available and where they are. You will need to know about the different rides and shows, and be able to give clear directions to Guests. The more you know about your park, the more you can do to help our Guests have an enjoyable visit.

## Guests with Disabilities

Guests with disabilities or limitations also visit the park frequently. They are not handicapped, wheelchair bound, or crippled, nor should they be referred to as that. They are Guests with disabilities; a disability is a functional limitation that interferes with a person's ability to walk, hear, speak, learn, etc.; so use your best judgment and sensitivity when interacting with them. Remember all of our Guests want to enjoy our World Class Service. Be alert, courteous, and aware of appropriate behavior.

Offer assistance to help, but first wait until assistance has been accepted before helping. When assisting, be specific in directions and follow the Guest's lead as to what assistance is needed. For example, offer to read a menu for a Guest with a visual impairment or allow the Guest to take your arm when guiding them to their seat. Also keep in mind that you should never lift a Guest or try to move them in or out of a ride, as it may place them, you and/or other Guests in jeopardy. Please have them rely on friends and family members to help them. "Guest with Disabilities" brochures are available at the park entrance ticket booths and Guest Relations.



## 2020 Team Member Complimentary Ticket & Season Pass Programs

Six Flags values the efforts and contributions of its Team Members and offers the following privileges as an acknowledgement and thank you!

Number of Seasons	Free Team Member & Buddy Admission & Parking with ID Card	Comp Tickets	Additional Comp Tickets (August 15)	Gold Season Passes	Exchange Comps for Season Passes	Exchange Season Pass for Comps
First year/season <sup>[1]</sup>	Yes	2	4	0	3 for 1	N/A
Second year/season	Yes	6	4	0	3 for 1	N/A
3 to 9 years/seasons <sup>[2]</sup>	Yes	8	4	Person of Choice	3 for 1	1 for 3
10 or more years/seasons	Yes	10	6	Immediate Family <sup>[3]</sup> or Person of Choice	3 for 1	1 for 3

- Upon hire Team Members may use their ID card for free Team Member and buddy admission and free parking at any Six Flags property;
- Team Members **must** accompany their buddies when visiting parks as guests and are allowed **one** buddy visit per day;
- Non-FT Team Members may request comp tickets and, if applicable, season passes after completing 40 hours of work.
- Seasonal Team Members hired on August 15<sup>th</sup> or later, may request August allotments after completing two (2) scheduled work shifts
- Team Members are welcome as guests when parks are open for normal operations. Team Members entering as guests must not be in uniform, may only access public areas, and may only enter and exit through guest entrances, and;
- Benefits detailed are for active Team Members in good standing and may be voided for terminated Team Members. Sale, barter or misuse of tickets and/or passes will subject Team Members to disciplinary action up to and including termination.

### Family and Friends Discount Tickets and Season Passes Program

Each park will administer discount programs giving Team Members the opportunity to purchase park tickets and season passes for friends and families at significant discounts. Details will be published locally by each park. Team Members wishing to purchase tickets for groups of 15 or more should contact their local Group Sales group directly.

### Food/Merchandise Discounts and All Season Dining Program (ASDP)

Team Members are eligible throughout the operating season for 40% off food and merchandise discounts. Team Members must show their valid ID card at the time of purchase to receive applicable discounts. The discount will be applied per transaction.

Team Members are eligible for a 50% off on All Season Photo pass. Team Members must show their valid ID card at the time of purchase to receive applicable discount. The transaction will require supervisor override, so a supervisor will need to be called during the sale.

### Holiday In The Park (HIP)

Parks with HIP may issue all Team Members an additional 4 Comp Tickets for HIP after the conclusion of Fright Fest.

### In-Park Attractions and Flash Passes

Monday through Friday in June, July and August 50% off for Team Members and up to 3 guests on paid attractions (Skycoaster, Go Karts, and Sling Shot) and \$5 off per person on Flash Passes. Both are subject to availability and valid Employee ID's must be presented.

<sup>[1]</sup> For seasonal Team Members, 45 calendar days or more of employment in a calendar year equals a season.

<sup>[2]</sup> Team Members designated Year-Round Non-FT receive comp tickets starting at this level.

<sup>[3]</sup> If single, parents and siblings living with Team Member. If married, spouse and children.

# WE WANT TO GET IN YOUR HEAD!

**What's rolling around in there?**

Inquiring minds want to know! Your opinions could make a real difference.

Register for the Team Member Voice Survey at **sixflags.com/tmvnow**.

Give us what's on your mind and we'll give you a free lunch!



# Employee Information

## Exclusive Team Member Perks

Our Team Members are our #1 asset. At Six Flags our mission is creating fun and thrills for all ages. This mission is not only for our guests but also for all of our Team Members. Below are many exclusive Six Flags offers for our Team Members. For details and availability on the programs listed below please contact your local Human Resources offices.

- Complimentary Ticket & Season Pass Programs
- Free Access to Other Six Flags Properties
- Buddy Pass
- Free Parking
- Family & Friends Discount Tickets & Season Pass Program
- 40% off In-park Food/Merchandise Discounts
- Buy One-Get One Deals on In-Park Attractions
- Discounts on Flash Passes
- Exclusive Team Member Events
- Special Reward & Recognition Programs
- Exclusive Partner Discounts

### Your Exclusive Access

- Free Park admission and parking at ANY Six Flags property with your valid Six Flags ID.
- Your Six Flags ID acts as a Buddy Pass. This allows you to bring one guest of your choice to visit ANY Six Flags Property with you.
- Complimentary Tickets for Friends and Family available through Human Resources good at all Six Flags Properties.
- On property exclusive events for Team Members only! Look for event details in our newsletters and/or through emails.

### Team Six Rewards [www.SixFlags.com/TeamSix](http://www.SixFlags.com/TeamSix)

Six Flags Team Six Reward Program is our online platform where we recognize you and your fellow Team Members for your outstanding delivery of our Mantra: Friendly, Clean, Fast and Safe Service! You can receive points or bank them to redeem for great prizes or a chance to win other in-park prizes.



In addition, Team Six Rewards allows you and others the ability to recognize, appreciate and celebrate each other for milestones or personal achievements. You can send an ecard, post a positive message or affirm a fellow co-workers past achievement.

Go online to [www.SixFlags.com/TeamSix](http://www.SixFlags.com/TeamSix). Log on with your EID number (found on your ID) and the default password is your birthday (MM/DD/YYYY). The first time you log in, you will be prompted to change your password.

Look for more Team Six Reward Program information throughout our backstage areas and newsletters.

### Team Member Voice Survey

The Team Member Voice (TMV) Survey is a valuable opportunity for you to provide your feedback, insights and opinions regarding our work environment and our company. Over the last several years we have worked to enhance the Team Member experience by using the feedback obtained from this survey. All responses are submitted to and anonymized by Qualtrics. Your answers cannot be traced back to you and no attempt will ever be made to identify you. Your feedback will only be used to make Six Flags a better place to work, so your honest, unfiltered feedback is appreciated. Register your email address today at [www.SixFlags.com/TMVNOW](http://www.SixFlags.com/TMVNOW).

### Team Member Voice Feedback Program

The Team Member Voice (TMV) Feedback Program is one of several forums for you to share your ideas, comments and suggestions that will allow us to identify and address your areas of concern. If you are uncomfortable sharing your ideas or concerns directly with your supervisor, we encourage you to share your feedback online through TMV.

All responses are submitted to and anonymized by Qualtrics. Any information you share on this site remains anonymous to Six Flags unless you elect to have your contact information disclosed. Your Voice matters and will shape the future of Six Flags. You have access to share your voice 24 hours a day - 7 days a week through our online TMV Feedback Program at [sixflags.com/TMVNOW](http://sixflags.com/TMVNOW).



# Employee Information

## Exclusive Team Member Discounts

### Six Flags Food/Merchandise Discounts

Employees are eligible throughout the operating season for food and merchandise discounts of 40% at designated locations, may enjoy special buy one, get one free deals on select in-park attractions, and discounts on Flash Passes (Rules and restrictions may apply). Employees must show their valid Six Flags ID card at the time of purchase to receive applicable discounts. Throughout the year there may be special discount promotions. Get program details and designated location from Human Resources.

### Six Flags Tickets and Season Pass Discounts

Each Park will administer discount programs giving you an opportunity to purchase park tickets and season passes for your friends and families at significant discounts. Details will be published locally by each park. If you wish to purchase tickets for groups of 15 or more, please contact Group Sales directly.

### Child Care Discount Program

Six Flags has partnered with accredited Child Care providers to offer you a special incentive. As an active Team Member of Six Flags you will receive 10% discount on child care at the following accredited providers: The Learning Group (ChildTime Learning Centers, LaPetite Academy, Tutor Time Child Care/Learning Centers & the Children Courtyard) and The Knowledge Universe Family of Brands (Kindercare Learning Centers, CCLC and Champions). Employment verification needed and the facility will validate every 6 months for the discount.

In addition to the 10% discount, the Learning Group will also waive the registration fee and if there is a waiting list your child will receive priority placement before the general public.

Contact your local Human Resources for additional details. Age limits and facility Program subject to change at any time.

### Hewlett-Packard (HP) Benefit

Six Flags has teamed up with Hewlett-Packard (HP) to offer you the benefit of purchasing high-quality HP products at discounted prices. HP offers a broad line of consumer and commercial products, from configure-to-order notebooks and desktops to printers, handhelds, calculators, and more! To be eligible you must be an active U.S. Team Member of Six Flags.

The HP Team Member Purchase Program Offers:

- Access to the hottest consumer and commercial products, including customized PC options, student bundles, and third party accessories.
- FREE shipping and 30 day return policy (no restocking fees)
- Supplies (ink/toner & paper) loyalty program
- Expert sales agents to assist with your purchase via phone, chat and email support- pre and post-sale
- Dedicated support for premium products; Includes in house-call & accidental damage protection

Shopping is Easy:

1. Purchase on-line at: [www.hpdirect.com/employee/six\\_flags\\_inc](http://www.hpdirect.com/employee/six_flags_inc)
2. Call our toll-free number: 800-HP DIRECT (Our sales center is open from 8:30am to 2:00am EST, 7 days a week) (Mention company code 3527)
3. For program information contact the Employee Purchase Program team at [employee.purchase.program@hp.com](mailto:employee.purchase.program@hp.com)





# Employee Information

## **Skechers Corporate Shoe Program**

We all spend a great deal of time on our feet, thus what we wear on our feet matters! Six Flags has partnered with Sketchers to provide discounts on work and casual footwear. Shop at [www.skechers.com/direct/six-flags](http://www.skechers.com/direct/six-flags) to save up to 30% off select shoes today!

## **Medieval Times® Discounted Tickets**

Being an employee at Six Flags provides you exclusive pricing on tickets to Medieval Times® Dinner & Tournament. Check out [www.Medievaltimes.com/sixflags](http://www.Medievaltimes.com/sixflags) for tickets up to 40% off.

## **Exclusive Six Flags Perks at Work**

Visit [sixflags.corporateperks.com](http://sixflags.corporateperks.com) for special discounts exclusively for Six Flags Team Members.

## **Plum Benefits Discount Program**

Plum Benefits Entertainment Guide for Team Members of Six Flags.

1. Visit [www.plumbenefits.com](http://www.plumbenefits.com)
2. Use your work email address or company code ac0524924
3. Read and follow the easy steps on our site, and once registered you can access all tickets, events, hotels and more online for free.

## **TicketsatWork Discount**

Ticket Monster has given us the ability to sign up and get thousands of event tickets at discounted prices using a special code exclusively for Six Flags Team Members.

1. Go to [www.ticketsatwork.com](http://www.ticketsatwork.com)
2. Sign up and save \$10 off your first order. Enter your company code identifier: 6Ftix
3. Search for sports, concerts and theme park tickets nationwide.

## **General Motors (GM) Discount Program**

General Motors Supplier Discount Program is for Six Flags Team Members to obtain an authorization code for the supplier discount pricing.

1. Visit [www.gmsupplierdiscount.com](http://www.gmsupplierdiscount.com) and Log In or Register if you do not yet have an account. Be sure to have your GM Supplier Company Code.
2. Our Company Code for Six Flags, Inc. is: 881491
3. Select "Obtain Authorization" from the Program menu and follow the prompts.
4. Print your authorization number and take it to your participating GM Dealer along with a copy of your company ID/badge or a copy of a current pay stub.

## **Wireless Phone Benefit**

Six Flags has partnered with AT&T to provide a monthly discount of up to 18% on qualified wireless plans. Stop by your nearest AT&T store with your employee badge or paystub or visit online at [www.att.com/wireless/sixflagsemployee](http://www.att.com/wireless/sixflagsemployee) and enter FAN# 2419154.

# Employee Information

## Six Flags' 401 (k) Plan

Planning for retirement is important regardless of your age. Being financially secure during your retirement years is an important goal. The 401(k) Plan is designed to provide a tax-effective way for you to establish a retirement investment program in which both you and Six Flags contribute toward your future retirement years.

**Eligibility** New hires will be able to participate immediately. (Reminder: you must be 21 years of age to participate in the 401(k) Plan.)

**New Enrollees in 401(k)** All new employees will receive the following from Fidelity when they become eligible to enroll in the Six Flags 401(k) Plan:

- A 401(k) Enrollment Guide • The initial QDIA notice • The current Plan Year Safe Harbor Notice
- The Six Flags 401(k) Summary Plan Description with all summary material modifications

**Your Contributions** You can elect up to 50% of your eligible salary (subject to current IRS limits) contributed to the Plan on a tax-deferred basis (called a "salary deferral election"). Six Flags then reduces your eligible salary by the percentage you elected and deposits this money into your 401(k) account.

**Six Flags' Contributions** To be eligible for the Company match, you must have 1 year of service AND have worked at least 1,000 hours. For each Plan Year, the match will be equal to the sum of (1) 100% of each eligible Participant's 401(k) contributions (including "Catch Up" contributions) that do not exceed 3% of compensation for the Plan Year, plus (2) 50% of each eligible Participant's 401(k) contributions (including "Catch Up" contributions) that exceed 3% of compensation for the Plan Year, but do not exceed 5% of compensation for the Plan Year. You will be notified before the beginning of each Plan Year of the Safe Harbor matching contributions that Six Flags will make to the Plan

**Investing Your Account** You control how your account balance is invested. The Plan offers numerous and varied investment funds for you to invest in. An advantage to using this Plan is that any gains you incur on your investments are also tax-deferred until you withdraw them from the Plan. To make elections, change your investments or view your account, call Fidelity at 800-835-5095 or visit [www.netbenefits.com](http://www.netbenefits.com).

## EMPLOYEE STOCK PURCHASE PLAN (ESPP)

The Six Flags Employee Stock Purchase Plan enables employees to purchase shares of Six Flags common stock at a 10% discount to market prices with the added benefit of a look-back rule.

**How does the ESPP work?** Six Flags allows you to purchase shares at a 10% discount with a "look-back" feature.

Shares are purchased at the lower of the fair market value (FMV) on the grant date OR the FMV on the purchase date.

You can elect a contribution amount for each offering period, from a minimum of 1%, to a maximum of 15% of your gross pay. Contributions are deducted from your net pay after taxes are calculated and withheld. The deductions are after-tax and you cannot purchase an aggregate fair market value in excess of \$25,000.

### Enrollment Periods

- December 1 –15: Offering period: January 1 – June 30 • June 1 –15: Offering period: July 1 – December 31

**Am I eligible to participate in the Plan?** You are eligible to participate in the Plan if you are an active employee over the age of 18, and your customary employment is more than 20 hours per week, and more than five months per calendar year. If you are designated as full time, you are automatically eligible. You also need to be employed on the grant date and remain employed through the purchase date.

**Can I change the amount of my contribution?** You can increase or decrease your contribution percentage during the enrollment period. Once the offering period has begun, you will not be able to increase your contributions. You will be able to decrease your contribution rate once during an offering period. If you withdraw from the Plan, the money you have accumulated for that offering will be refunded (without interest) as soon as administratively feasible.

**Other Considerations** Six Flags has designed this Plan for your advantage, but there are no guarantees. Stock markets and the value of individual stocks go up and down. Participating in the ESPP may have financial and tax consequences to you and you should consult an attorney, tax professional or qualified financial advisor, as appropriate.

To learn more about the ESPP, review the Six Flags ESPP Prospectus. Contact your local Benefits Administrator for more information or go to [www.netbenefits.com](http://www.netbenefits.com).



# Employee Information

## Employee Use Of Park Facilities

Six Flags has high expectations for employees whenever they might affect the Company's image and or its reputation. This is especially true when they are in the presence of our park guests. Employees must never engage in conduct that could cause embarrassment; that creates the appearance of impropriety; or that otherwise causes the company to be held in disrepute by the community, its customers, or its employees. Employees who do so will be subject to disciplinary action up to and including termination.

Employees visiting the park as guests during normal business hours and when the park is open to the public must not be in uniform, may not visit non-public areas and must enter and exit the park through the gate(s) identified by the local park for this purpose. Employees may not distract or interfere with employees who are working.

Only employees of legal age may purchase or consume alcoholic beverages when visiting the park. It is expected and required that these employees behave responsibly and properly at all times. Failing to do so or any violations of the applicable liquor laws will result in disciplinary action up to and including termination.

Being able to visit our park is a privilege that we need to protect through responsible behavior. If you have any questions or need any clarification regarding this, please contact Human Resources.

## Company Jurisdiction

An employee is considered to be under or within "Company Jurisdiction" whenever the employee is: (a) on Company property, including parking lots and guest and employee facilities; (b) on Company time, even if off Company premises (excluding lunch and rest periods); (c) on the property and/or at the facilities of customers, clients and/or vendors of the Company for Company related reasons or purposes; (d) driving or riding as a passenger in a Company vehicle or a private vehicle for which the Company is reimbursing expenses; or (e) at a job site.

This definition applies to park guests and contract and temporary workers in those instances and situations in which the Company deems it applicable.

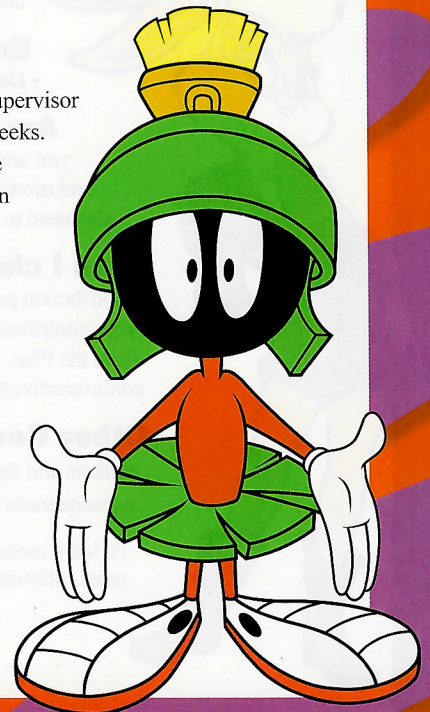
## Banking

Subject to applicable laws, employees are required to utilize the direct deposit, pay card and/or check options offered by Six Flags.

## Suggestions

Employees can be the best source of ideas and creative ways to improve how we operate. Suggestions and ideas should be brought to the attention of the employee's supervisor. The supervisor will carefully review the suggestion and typically respond back to the employee within two weeks.

If an employee does not feel the supervisor's response gives full credit to the suggestion, the employee is invited to contact his or her next level of management. Employees should keep in mind that not all suggestions can be implemented.



# Health Reform Frequently Asked Questions



## **Q: What is the health reform law?**

A: The health reform law, also known as the Patient Protection and Affordable Care Act (PPACA or ACA) was passed in 2010 with the intent to expand health coverage availability and to ensure minimum standards for health insurance.

## **Q: What is the health reform law?**

A: Since 2010, several portions of the law have been put into place, including:

- Elimination of dollar limits on essential health benefits
- Required coverage of preventive care with no out-of-pocket cost
- Extension of health coverage for children to age 26
- Elimination of preexisting restrictions on children

## **Q: What is the Individual Mandate?**

The health reform law initially required everyone to have coverage. Individuals who did not have coverage would face a tax penalty that would change from year to year. Beginning in 2019, this Individual Mandate penalty has gone away, thus individuals without insurance coverage will not face a tax penalty on their 2019 taxes. Although it is no longer a requirement, having health insurance coverage is still a good idea whether through Six Flags or another source.

## **Q: My employer is not offering me coverage. What are my options?**

A: Depending on your State you will either use [healthcare.gov](http://healthcare.gov) or the health insurance marketplace your State has created to shop for Federally regulated and subsidized health insurance.

## **Q: I heard Medicaid has been expanded. How do I know if I qualify?**

A: This answer varies by the state in which you reside. Please check with your local Medicaid office for additional information or visit [www.healthcare.gov](http://www.healthcare.gov).





# YOUR 2019 FEDERAL INCOME TAX FILING

When the Affordable Care Act (also known as health reform, or the ACA for short) was passed, with it came a host of reporting requirements for employers and health insurance companies. Beginning early next year, around the time you receive your Form W-2, you may receive one or more new tax forms related to health insurance you may have had or were offered in 2019.

Please keep in mind that while we know what forms we will be sending, you may receive others if you worked for another employer earlier in the year. Therefore, we will explain the form (or forms) you might receive, why you might receive them, and what you will do with the information they contain.

## Form 1095-B

### Why will I receive it?

If you receive this form, it is because you were:

An employee who received health coverage from an employer-provided, fully-insured plan, a union-based plan, or certain other plans (including Medicare or Medicaid) for at least a day in 2019.

Or

A nonemployee (for example, a retiree, contractor, or COBRA recipient) who received health coverage under a type of employer-provided plan called a "self-insured plan" (these are plans under which claims are paid from employer funds and, typically, employee contributions) for at least a day in 2019.

### How will I use this information?

You or your tax preparer will enter information contained on this form on your federal tax return for 2019 to demonstrate that you satisfied the ACA's obligation to have health insurance.

The IRS will receive copies of any Forms 1095-B or 1095-C provided to you so it can verify the health insurance information you report on your tax return.

## Form 1095-C

### If you receive this form, it is because you:

Were considered "full time" for ACA purposes for at least part of 2019.

Or

Were covered for at least a day in 2019 under an employer-provided self-insured plan.

Form 1095-C, Parts I and II

If you were considered full-time for ACA purposes for at least part of 2019, these two parts of Form 1095-C will be completed on your behalf, regardless of the type of health plan under which you were covered, or regardless of whether you had or were offered any coverage at all.

Form 1095-C, Part III

If your health insurance was through an employer-provided, self-insured plan, Part III will be completed on your behalf. (If your employer was fully-insured, this part will be left blank, and you will receive a 1095-B.)

### How will I use this information?

Parts I and II: You will not need to do anything with this information other than keep it with your other tax records.

Part III: If it is completed, you will use this information to prepare your federal tax return for 2019 to demonstrate you satisfied the ACA's obligation to have medical insurance.

Further questions?

Please contact Six Flags' Benefits Service Center at 866-708-7723.

# Additional Benefits



## MetLife Group Auto & Home

You can purchase Group Auto and Home insurance any time during the year. Employees returning within a year are eligible on the first day of the month following their rehire date to purchase this insurance. By enrolling in Group Auto and Home, you can receive special savings and value-added benefits, simply because you are an employee of Six Flags! In addition to special savings and benefits, you can save more money with multi-policy discounts. Advantages of this insurance coverage include convenience and a sense of security.

Other insurance policies available for you to purchase include:

- Boat
- Condominium
- Motor home
- Recreational vehicle
- Renter

To find out more about Group Auto & Home product, call 1-800-Get-Met8 (1-800-438-6388).

MetLife does not offer homeowners insurance in Massachusetts or Florida; however, renters insurance is available in these states.



## VPI Pet Insurance

With VPI Pet insurance, you have the freedom to choose a vet that you know and trust. This insurance can provide benefits for veterinary treatments related to accidents and illnesses, including cancer. Policies cover things like diagnostic tests, X-rays, prescriptions, hospitalizations and

more. Option CareGuard® Wellness coverage is also available for dogs and cats to provide reimbursement for preventive care. You can purchase pet insurance at any time during the year. To find out more about Pet Insurance from VPI call 1-800-Get-Met8 (1-800-438-6388).



DailyPay is a voluntary benefit that allows you to access your pay when you need it.<sup>1</sup>

To sign up, all you need is a bank account, prepaid debit card or payroll card.

You can sign up by texting START to 66867 or by going to [dailypay.tm/sftp20](http://dailypay.tm/sftp20)

Signing up for DailyPay is free! Similar to an ATM, you only pay a fee when you make a transfer.

- Instant transfers: \$2.99 per transaction
- Next day transfers: \$1.99 per transaction

If you need to contact DailyPay, you can reach our Employee Support team by phone, email or chat from Mon. - Sat. between 7am - 10pm.

- Phone: (866) 432-0472
- Email: [employee.support@dailypay.com](mailto:employee.support@dailypay.com)

<sup>1</sup>May not be available at all locations.



# NOW HIRING

# HIRE. AND HIGHER.

This job's a scream! Ramp up your career at Six Flags.  
Hang with fun coworkers. Roll with flexible hours. All in a  
workplace built for fun. Working here is flaggin' awesome.  
Summer's taking off and this job can take you places.  
Apply now.



## APPLY TODAY

- Exciting & fun work environment
- Flexible scheduling
- Real-world experience
- Leadership & growth opportunities
- Exclusive employee-only events & discounts
- Free unlimited admission for you & a friend

# Your Look At Work



## **YOUR LOOK AT WORK**

All staff members are expected to dress in a professional, business-like manner that is appropriate to the job and duties they are performing. Good grooming is required as it makes the statement to guests and co-workers that we are proud to be part of the Six Flags family of parks.

Our grooming standards are established to ensure a consistent and uniform appearance of our team members. Remember that the guests' perception of your appearance is just as important as their perception of the park's appearance. All team members are required to be neatly groomed at all times.

If you have questions regarding the following guidelines and standards, please contact your department manager or Human Resources.

If you believe that you may require an exception to the Six Flags grooming standards due to a medical, a religious, or another reason, please contact Human Resources.

## **The Look Of Success**

Our reputation for outstanding staff members stems not only from the way we act but, just as importantly, from how we appear. Whether you're working behind the scenes or in with the guests, you must look the part. A wholesome, fresh look is a pleasant reminder of the first-class entertainment we provide at Six Flags. Please keep in mind that our grooming standard is conservative in nature. It is not the purpose nor is it the goal of the grooming policy to routinely include and embrace new styles as they come and go. Revisions, if any, to the grooming policy will be made after careful review and consideration and in measured steps.

## **General Dress Policies**

As a Team Member you are a major part of the themed environment which enhances the Guest experience. We create a welcoming atmosphere through everything we do and your appearance is an important part of that look. Please be sure that:

- You wear the uniform and items issued to you. This includes name tags and any applicable safety related apparel;
- Your uniform or personal attire must be clean and pressed before you begin work. You will not be allowed to work in soiled, wrinkled clothing;
- Your uniforms and personal attire must fit appropriately. No oversized, tight fitting, clinging or revealing uniforms or personal attire will be allowed. Shirts designed to be tucked in are to be tucked in unless otherwise directed.
- A neat, fresh appearance is a must so please finish your personal grooming before stepping out on stage in front of our Guests;
- Proper undergarments must be worn at all times;
- Undergarments are not to be visible with the exception of plain t-shirt;
- The use of deodorant is required due to the close contact with guests and fellow employees. Perfumes and colognes should be limited;
- Shoes are to be those specified for the uniform.
- Socks are required. Unless instructed otherwise, socks are to be white without patterns or logos.

On non-operational days or when assigned duties dictate, employees may be given permission to wear non-uniform items. When this occurs, clothing worn must be conservative, well-kept and appropriate for a work setting. Shirts for male employees must have a collar; no t-shirts. Sleeveless shirts or bare midriffs are not permitted. Closed toed shoes are required.

You will be issued wardrobe instructions, which are to be followed with considerable care. It is your personal responsibility to see that the highest condition of neatness and cleanliness prevail at all times. Failing to do so will detract from the atmosphere that we all work to create.

Lost uniform items may only be replaced with authorized wardrobe items. Contact the Human Resources or Wardrobe Department for replacement uniforms.

## **Hats/Visors/Scarves**

May not be worn unless part of the approved uniform. Hats/scarves may be required when working in food or drink areas per State and County health codes. Hats and visors when worn must be worn so that the bill faces forward, reaches the middle of the forehead and is parallel to the ground.



# Grooming For All Team Members

**Nametags** Your supervisor will notify you when you are required to wear a nametag. When worn, the nametag is an important part of the uniform. It helps identify you as a park employee both to our guests and your fellow workers. Please keep track of your nametag and wear it with pride. The following guidelines apply to nametags:



- Your nametag must be worn straight, neatly and visibly on your uniform whenever you are working.
- Defacing a nametag in any manner is not permitted.
- Any nametag received in previous years may not be worn.
- Wearing your nametag on street clothes is not permitted, unless you are instructed to do so by your department manager.
- Do not wear your nametag while off duty.
- Do not place watches, rings, rubber bands, decals or other non-approved items on your nametag.
- If your nametag is broken, please have it replaced immediately.
- If your nametag is lost or stolen, you must report it and have it replaced immediately.

Six Flags utilizes nametags of different colors to aide in its important adherence to Child Labor laws. The following colors are used:

- Yellow – Team Members 15 years of age or younger
- Orange – Team Members 16 to 17 years of age
- White – Team Members 18 or older



Wearing a nametag not authorized for your age grouping may be cause for disciplinary action up to and including termination.

**Sunglasses** It is important for you to always maintain good eye contact with our guests. For this reason, only staff members working outside may wear sunglasses while on duty. Sunglasses must be conservative in style, not mirrored, and complement your dress or uniform. If you have a question regarding sunglasses, please contact your supervisor.

**Tattoos** Visible tattoos on or above the neck are not permitted. One small visible tattoo is permitted below the neck. Permissible tattoos would include a band (on a single wrist or ankle) less than  $\frac{3}{4}$ " inch in width or a single tattoo (or cluster of tattoos) no larger than 2" by 2". All other tattoos must be effectively and consistently covered by cosmetics, sleeves or wraps. If covering tattoos, employees may wear a white, black or uniform color matching long sleeve t-shirt under their uniform shirt and/or long pants.

If worn, a long sleeve t-shirt must be a single color without design or lettering that complements what is worn.

Tattoos may not be a distraction from the uniform. Tattoos that the Company may deem a violation of its anti-discrimination and harassment policies are not permitted. This may include, but are not limited to any tattoo that may be perceived as discriminatory based on race, color, religion, sex, national origin or ancestry, creed, age, sexual orientation or any other basis proscribed by applicable non-discrimination laws or Company policy.

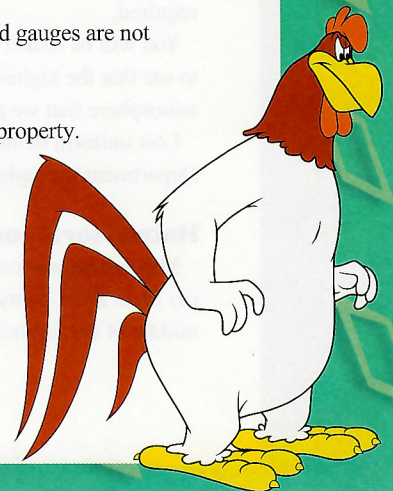
**Bracelets** Up to one bracelet per wrist may be worn if they are no wider than 1", are conservative or uniform matching color(s) and fit securely. Bracelets, if worn, may not have loose extensions, sharp points, studs, inappropriate wording or images. Some positions may not allow bracelets due to safety or health code reasons.

**Piercings** No visible piercings, other than earrings for female employees, are permitted. Ear cuffs and gauges are not permitted.

**ID Cards** Unless notified to the contrary, employee ID's must be visible whenever employees are on property.

**Applicable Health and Safety Codes** In any case where applicable Health and/or Safety codes and/or practices apply, these will override the Grooming Guidelines.

If worn, a long sleeve t-shirt must be a single color without design or lettering that complements what is worn.





# Team Member Grooming

## SPECIFIC GROOMING ITEMS

### MALES

#### Hair

**Appearance:** Hair is to be clean and well groomed.

**Length:** Provided it is neatly groomed, hair for male employees may extend to the bottom of the ear lobe, extend to the bottom of a regular shirt collar and to above the top of the eyebrows.

**Sideburns:** Sideburns should follow the natural contour of the face and not extend below the bottom of the earlobe.

Not all hairstyles are permitted. This includes, but is not limited to, unnatural colors, tails, partially shaved heads, shaved patterns, exaggerated and/or extreme variations in length from side to side, vision-impairing styles and those with extreme heights that may detract from our consistent and uniform appearance. Toupees and hairpieces are permitted, provided they are natural looking, within grooming guidelines and do not pose a safety hazard. Any hairstyle that, in the opinion of the Company, detracts or takes away from park theming will not be permitted.

Hair may be braided, should be clean and neatly arranged. Due to safety concerns, beads and ornaments of any kind are not permitted.

Beards, goatees and mustaches are permitted subject to the following:

- Must be well groomed without patches;
- Mustaches may not extend past the corners of the mouth or below the lines of the upper lip;
- Beards and goatees must be trimmed to conform to the chin and jaw line and may not exceed 1/4" in length<sup>2</sup>; and
- Only mustaches are permitted in Culinary and food preparation positions.

At all times exaggerated beard, goatee or mustache styles are not permitted. For the purposes of this policy a goatee is facial hair incorporating the hair on a man's chin and mustache with a connective line of facial hair from the mustache to the chin. A beard will also incorporate a mustache with a connective line of facial hair from the mustache to the beard<sup>1</sup>.

#### Fingernails

Fingernails are to be kept clean and neatly trimmed and should not extend past the end of the finger. Colored nail polishes are not permitted.

#### Jewelry

**Necklaces:** If a necklace is worn, it is to be worn under the uniform shirt, be conservative and not distract from the uniform.

**Rings:** Rings are limited to two and must be small, with no more than one per hand, not wider than the finger's width and no dangling ornaments. Some positions may not be allowed to wear rings for safety purposes.

**Body Jewelry:** Earrings and visible body piercing are not permitted.

**Watches:** One conservative wristwatch may be worn. Watches may not dangle for safety purposes or detract from your uniform or dress.

### FEMALES

#### Hair

**Appearance:** Hair should be clean and neatly arranged.

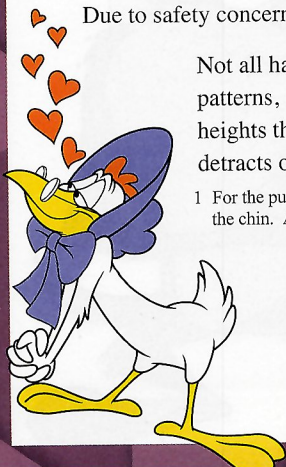
**Length:** Long hair may be required to be pulled back behind the shoulders for health or safety reasons. Hair may not extend out or upward more than two inches from the scalp. Free hanging ponytails and braids are permitted provided they are pulled back from the face, are worn at the back of the head, and are secured with a small hair accessory that compliments your uniform.

Hairpieces and wigs are permitted, provided they are natural looking, within grooming guidelines and do not pose a safety hazard.

Due to safety concerns, beads and ornaments of any kind are not permitted.

Not all hairstyles are permitted. This includes, but is not limited to, unnatural colors, tails, partially shaved heads, shaved patterns, exaggerated and/or extreme variations in length from side to side, vision-impairing styles and those with extreme heights that may detract from our consistent and uniform appearance. Any hairstyle that, in the opinion of the Company, detracts or takes away from park theming will not be permitted.

<sup>1</sup> For the purposes of this policy a goatee is facial hair incorporating the hair on a man's chin and mustache with a connective line of facial hair from the mustache to the chin. A beard will also incorporate a mustache with a connective line of facial hair from the mustache to the beard.



# Team Member Grooming



## Jewelry

**Necklaces:** Employees are limited to one conservative necklace.

**Rings:** Rings are limited to two and must be small, with no more than one per hand, (wedding sets are considered to be one ring), not wider than the finger's width and no dangling ornaments.

**Earrings:** Earrings are limited to two matching pairs no larger than the size of a quarter. Gold, silver, pearl or diamond studs are permitted. All earrings must be worn at the bottom of the earlobe and hoops are NOT permitted.

**Body Jewelry:** Visible body piercing are not permitted.

**Watches:** One conservative wristwatch may be worn. Watches may not dangle for safety purposes or detract from your uniform or dress.

## Fingernails

Fingernails should be kept clean and neatly trimmed so they are no longer than one-quarter inch past the end of the finger. Nail polish, if worn may only be conservative, solid colors with no decals, charms, airbrushing, etc. In some states due to health code requirements, food service employees are not allowed to wear nail polish or artificial nails, and fingernails may not extend past the end of the finger. If visible, the same applies to toenails<sup>3</sup>.

## Additional Grooming Items for the Office Team

All attire must fit appropriately and be within acceptable business standards. Fabrics should be those traditionally acceptable for business and not be overly tight or clinging. T-shirts, blue jeans<sup>3</sup>, shorts, and other casual sportswear are not acceptable. Casual footwear, such as athletic shoes, is not considered acceptable business attire. Nor are work boots of any fashion.

**Males:** Personal attire such as a short or long-sleeve shirt, tie (if appropriate), and trousers fits the Six Flags look. Dress shoes and socks are required.

**Females:** Personal attire such as skirts, suits, dresses, blouses and slacks are part of the Six Flags look. No more than two necklaces may be worn at one time. They should blend easily with one another and with the outfit. Necklaces should be in good business taste and should not exceed 30 inches. If the chain has a pendant, the pendant should not exceed two inches in diameter.

A simple pin or brooch in good business taste is acceptable. Ankle bracelets are not acceptable. Hoop earrings no larger than the size of a quarter are acceptable.

## Grooming Guideline Exceptions

Six Flags is proud of the many different people that work for us. Our diversity enriches our work place and adds to our success. Given our diversity we understand that exceptions may need to be made to our grooming standards for medical, religious or other reasons. In these case, Six Flags will endeavor to reasonably accommodate these exceptions. The Human Resources department must be notified of any requested accommodation(s). Employees should be able to document the basis for their requests. Various department guidelines may exist for the purpose of Federal, state or local regulations and safety guidelines and these may affect the accommodations that the Company can reasonably make.

## Conduct While Working

Your total appearance, second only to your "Guest First" attitude will be our guests' most lasting impression of Six Flags. Remember to never eat, drink, chew gum or tobacco, or smoke while at any work location in front of our guests or areas guests may access (except where otherwise approved and authorized). Smoking and the use of nicotine/tobacco products is allowed only in designated employee smoking areas.

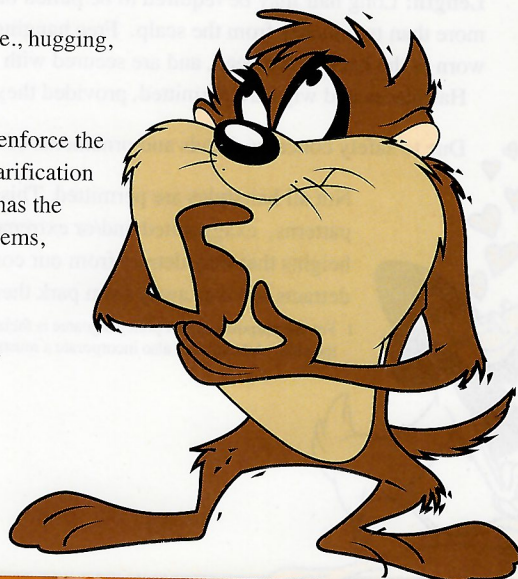
The showing of personal affection in view of our guests is not acceptable (i.e., hugging, holding hands etc.)

## Clarifications

This policy cannot anticipate all fashion trends and the following is used to enforce the Company's Image and Grooming standards. Any questions concerning the clarification a particular item should be referred to Human Resources. Human Resources has the ultimate approval and disapproval of all dress code, medical exceptions, problems, clarifications and concerns.

<sup>2</sup> If visible, the same applies to toenails.

<sup>3</sup> Jeans and/or other denim attire may be authorized at specific locations for specific periods of time.





## Sixflags.team

This is a web based program that allows you to enter your availability, check your schedule, view your time sheets, receive company notifications, request time off, pick up shifts and request shift trades.

### Employee Portal Access

- To log on, go to sixflags.team. Google Chrome is preferred. The company will be the abbreviations for your park. The username will be your 6 digit EID which is located to the right of your badge photo. Your default password is the MMDD of your birth date. You will be prompted to change this password the first time you clock in through the phone. If Bugs Bunny's EID is 123456 and his birthday is August 5, 1961. His login information would be:
  1. Company: SFXX
  2. Username: 123456
  3. Password: 0805 (08 for the month, 05 for the day)
- Once logged in you may choose to download an app for your iOS or Android device.

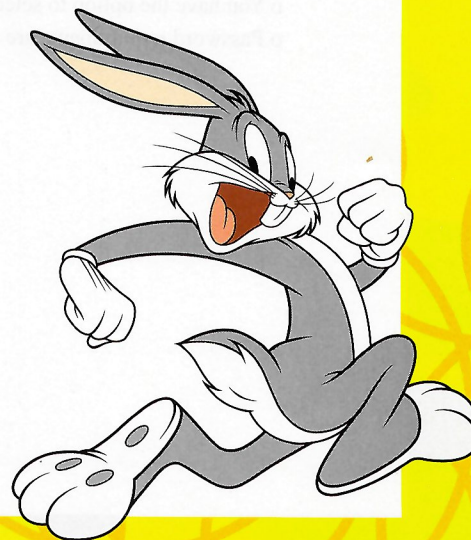
**Schedules Tab** This tab displays your work schedule for all days that have been created and posted. The last date posted will be displayed at the bottom of the schedule.

- Note that while you may be scheduled for a certain work location, once you report to work, it may change based on the needs of the business.

**Time Off Request / Schedule Trades** By clicking on these tabs, you are able to request time off or trade shifts with your fellow team members. You are required to provide sufficient notice when requesting time off or shift trades. Please check with your Human Resources department to determine what advanced notice is required for your Park.

To request time off, select the day or range of days that you would like to request off. The number of days that can be requested at one time varies by park. Be sure to include an explanation in the Note box. Requests will be processed on a first come, first served basis and time off requests may be denied based on the needs of the business. **Please note that this is only a REQUEST until approved.** After a request has been approved or rejected it cannot be changed or deleted. There are two different views depending on if the employee can accrue some form of paid time off/sick or not. If you accrue any form of paid time off then you will have the option to select the type of time off you are requesting. Seasonal employees will not see this option as they typically do not accrue this type of paid time off.

To request a shift trade, select the shift that you would like to trade away followed by the person or shift that you would like to work. **Please note that this is only a REQUEST until approved.** After a trade has been agreed upon or approved it cannot be changed or deleted.





**Availability Tab** By clicking this tab you are able to enter your availability. The system will not schedule you for days or hours marked as unavailable. Minors restricted by any state labor laws, do not need to be entered here. The work hour restrictions are already set within the administrative settings. If your availability changes, you will need to create and submit a new availability request. Please note that this is only a REQUEST until approved.

**Timesheets Tab** By clicking on this tab you are able to see days and times that you have worked.

**Notifications Tab** If a notification has been entered on the administrative side, the notification screen will be the first to appear when you log in to the portal. If there is no notification, the Schedule screen will be the first to show.

## Use UltiPro Self-Service!

Online At: [sixflags.team/selfservice](https://sixflags.team/selfservice)

### Smartphone App: UltiPro

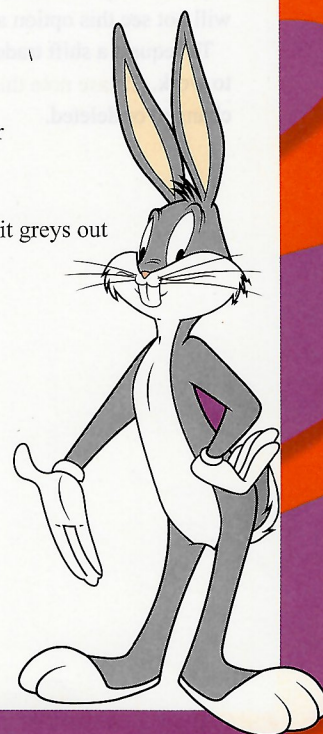
- View all of your paycheck information
- Update your direct deposit information or change your tax withholding status
- Update your home address, phone number, and email address
- Access your W-2 faster
  - o Your W-2 will be online in January for each previous year that you have worked

### How to log in: Do you have an UltiPro account?

- Yes. You will log in with your assigned user ID (SIX + EID) and password
  - o If you are unable to log in, click on “forgot your password”
- No. You will need to log in with the default information below

### Mobile App Instructions

- Step 1: Install the UltiPro Mobile app from the Apple App Store or Google Play Store
- Step 2: Enter the Company Access Code: SixFlags
- Step 3: Sign-In (details below for mobile and desktop)
  - o Your User ID is SIX + your six-digit EID on the side of your badge
  - o Example: SIX001234
  - o Your initial password is your full birthdate: MMDDYYYY
  - o You will be required to change your password, answer security questions, and use the 2-Factor Authentication (2FA)
  - o You have the option to select: Do not require the additional 2FA for the next seven days
  - o Password requirements are listed on the password reset, and as they satisfy each requirement, it greys out





# FRIENDLY

## We Are Six Flags!

I want to welcome you and congratulate you on joining our exciting company. You are now part of a dynamic, diverse group of people all focused on providing Friendly, Clean, Fast, and Safe Service.

As you get to know your co-workers and make new friends, you will soon experience the diversity of our workforce and how that diversity contributes daily to our success. We work hard to create an environment that is inclusive and helps team members discover their full potential as they explore the many opportunities available at Six Flags.

Everyone is welcome, and we deeply value the many cultures, ethnicities, genders and sexual orientations that make up our park teams. We hire the best, seek feedback, improve constantly, and celebrate our wins at every turn. If you value different points of view and the opportunity to contribute to your fullest, you have come to the right place. I am very glad you are here, and encourage you to embrace all we have to offer!

Sincerely,

A handwritten signature in black ink that reads "Kathy Aslin".

Kathy Aslin  
Senior Vice President



# CLEAN



# Working Together

## WE CAN'T DO IT WITHOUT YOU

We cannot make it without you - because you are the key to Friendly, Clean, Fast, Safe Service. You are an important member of the Six Flags Team. Our Guests and your fellow Team Members rely on you to help get the job completed. If you are absent or late without giving us reasonable notice, you will be placing a heavy burden on the rest of your Team. You may slow down the smooth operation of the park because there are a lot of people counting on you each day.

Remember: attendance records are monitored throughout the season, and numerous call-ins and/or tardiness will have a negative effect upon transfers, promotions, your rehire status and may result in termination from the Company.

## NO CALL NO SHOW



# Working Together

## Zero Tolerance Of Harassment And Discrimination

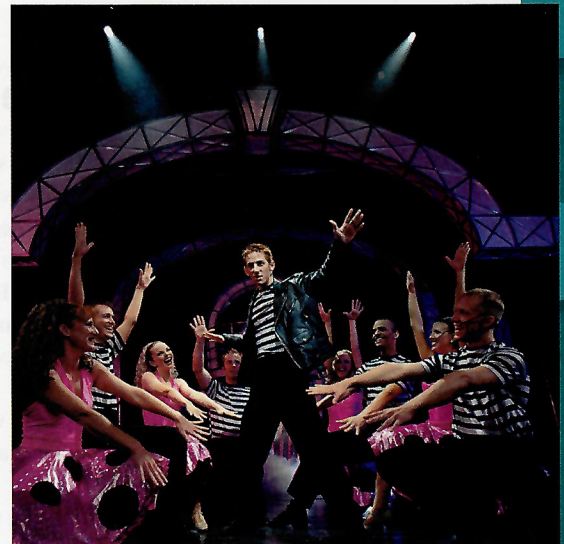
Six Flags is committed to providing all employees with an enjoyable and productive work environment. You have the right to a workplace that is free of unlawful discrimination or harassment of any kind and from any source, including management, co-workers or Guests. Following are the policies and practices the Company has instituted to promote a positive, fair and respectful work environment. These policies apply to all employees, including Management Personnel, Supervisors and Agents.

### DISCRIMINATION

Six Flags is committed to conducting its business without regard to race, color, creed, religion, ancestry, national origin, age, disability, sex, marital status, affectional or sexual preferences, or political or union affiliation, except where sex is a bona fide occupational qualification. Our Company is dedicated to taking proactive action to prevent discrimination and eliminate it within the organization. We have pledged ourselves to a sustained effort in support of this belief.

It is the responsibility of each member of Six Flags to give the Company's policy of nondiscrimination their full support through their actions and personal example. It is the duty of every employee of this Company to create a job-environment for co-workers and guests alike which is conducive to our nondiscrimination policies. Actions contrary to this will result in disciplinary action up to and including termination.

It is also the responsibility of each Six Flags employee to report any behavior which he or she may believe is discriminatory in nature. The Company prohibits retaliation against employees who report behavior they believe is discriminatory. In the context of this policy, retaliation is any adverse employment action against an employee because the employee complained of discriminatory behavior or participated in the Company's investigation of a complaint. Such conduct will itself give rise to appropriate corrective action.



### HARASSMENT, INCLUDING SEXUAL HARASSMENT

Six Flags seeks to provide a harassment-free environment for its employees and Guests. Conduct that has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive environment will not be tolerated. In this regard, the Company will not tolerate any derogatory, abusive, threatening or



## SEXUAL HARASSMENT

Six Flags also strictly prohibits sexual harassment on Company property. Under the Company's policy, sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other visual or physical conduct of a sexual nature where:

- Submission to such conduct is made an explicit or implicit condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis of employment decisions; or
- Such conduct has the purpose or effect of substantially interfering with an individual's performance or creating an intimidating, hostile or offensive working environment.

In accordance with this policy, the Company will neither condone nor tolerate:

- Unwelcome sexual advances;
- Requests for sexual acts or favors;
- Threats, demands or suggestions that an employee's work status is conditioned upon her or his toleration of, or acquiescence to, sexual advances;
- Acts of verbal or physical aggression;
- Intimidation or hostility based on sex;
- Inappropriate or overly familiar touching;
- Sexual innuendoes, obscene gestures, jokes and remarks of a sexual nature; or
- Other verbal, visual or physical conduct of a sexual nature.

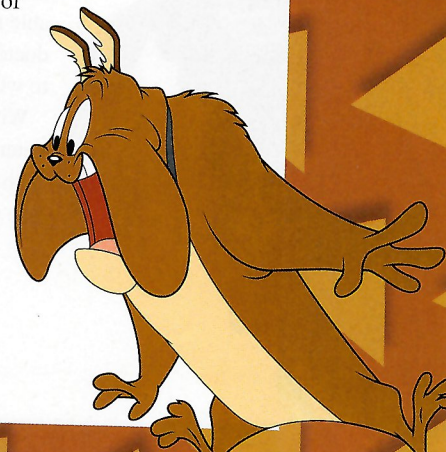
The Company also prohibits retaliation against employees for complaining about harassing behavior. In the context of this policy, retaliation is any adverse employment action against an employee because the employee lodged a harassment complaint or participated in the Company's investigation of a complaint. Such conduct will itself give rise to appropriate corrective action.

## HOW TO REPORT A PROBLEM

Because Six Flags views any violations of its nondiscrimination policies and any type of harassment, including sexual harassment as major offenses, it has instituted the following complaint procedure for use when any employee or applicant encounters any violations or suspected violations of the above policies.

Any individual who believes in good faith that either of these policies has been violated should promptly report the facts of the incident or incidents and the names of the individuals involved to his or her supervisor, department manager or to the Human Resources department. If the individual feels uncomfortable reporting the facts to his or her supervisor or department manager, or if the supervisor or department manager is the subject of a complaint, the individual should by-pass the supervisor and department manager and directly contact the Human Resources Department.

Any supervisor or manager receiving a report of discrimination or harassment must report it immediately to the Human Resources Department. Six Flags will promptly and thoroughly investigate all complaints of discrimination or harassment. During the investigation, the complaining employee's identity will be kept confidential to the extent reasonably achievable. Depending on the findings of the investigation and taking into account the totality of the circumstances, appropriate corrective action will be taken.





The Company has established an Ethics and Compliance Hotline through a third party provider to report violations or suspected violations of the Company's Code of Business Conduct and Ethics (the "Code") or concerns about the Company's conduct, potential violations of laws or of the Company's policies and procedures. A confidential anonymous report can be filed through the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>. Reports of possible violations may be made anonymously. Confidentiality for those who report will be maintained to the maximum extent possible. Neither your supervisor nor the Company will take any action against you for reporting suspected misconduct in good faith.

## ALLEGED SEXUAL HARASSMENT OR MISCONDUCT WITH GUESTS

If an allegation is made that one of our employees has sexually harassed or engaged in any other form of sexual misconduct with respect to one or more of our Guests, Loss Prevention will be immediately notified and will interview the employee as soon as possible. The accused employee will be suspended, without pay, pending the internal investigation of the allegations. The employee will have the opportunity to explain his or her side of the story. If the Company determines that the employee did not violate Company policy, the employee will be reimbursed for any scheduled hours missed as a direct result of the suspension. Whether or not an employee is reinstated will be based on the Company's internal investigation.

If police authorities are involved, the employee can not be reinstated until the police investigation has been concluded. If the police do not press criminal charges or if the police are not involved, the employee cannot be reinstated until the Company's internal investigation concludes in good faith that no violation of Company policy has occurred.



## POLICY ON LIFE-THREATENING DISEASES

Six Flags recognizes that life-threatening illnesses, including but not limited to Cancer, Heart Disease, Acquired Immune Deficit Syndrome ("AIDS") and its related conditions, such as AIDS Related Complex ("ARC") and persons with seropositive test results, may present significant and delicate issues for employees in the workplace. Because we are committed to maintaining a healthy and safe work environment, we have established the following guidelines for handling employee issues that arise when an employee is affected by a life-threatening disease.

Six Flags is committed to maintaining a safe and healthy work environment for all employees. Employees with life-threatening diseases will be treated with compassion and understanding and be accorded all of the rights to which they are entitled by law. If there is any question of an individual being able to work without posing harm to him or herself, co-workers or our Guests, it is our policy to require a doctor's certification of that individual's fitness for work before allowing the individual to return or begin to work.

With respect to AIDS, medical experts studying the disease have done a great deal of research to determine whether there is any chance that the disease can spread by working in the same room as a person with AIDS, eating food that the person has prepared, or through any other form of casual contact. The medical experts agree that the disease is not spread this way.



# Working Together



Working with people who have AIDS or people who have been exposed to the AIDS virus will not cause co-workers to develop the disease.

It is our policy, as required by law, to continue to allow employees with AIDS or any of its related conditions to continue to work as long as they are able to perform their duties with or without reasonable accommodation and do not pose a danger to their own health and safety or the safety of others. Co-workers have no basis to refuse to work or withhold their services for fear of contracting AIDS by working with an AIDS-affected employee. Employees who do so will be subject to discipline up to and including termination.

In accordance with our Equal Employment Opportunity Statement and Personnel Policies, we reiterate our commitment to protect employees from harassment and discrimination of any kind including harassment based on disability. Six Flags will not tolerate harassment by any employee, agent or representative of Six Flags against another. If you perceive that you are being harassed due to your disability, you should report the matter to your Supervisor, Department Head or directly to Human Resources. All reports will be investigated as confidentially as possible and in accordance with applicable laws. Any employee found to have engaged in harassment of any kind will be subject to disciplinary action up to and including termination.

Employees affected by AIDS or any of its related conditions or who are otherwise concerned about AIDS are encouraged to contact the Human Resources Department to discuss their concerns and receive additional information. Six Flags will treat all medical information obtained from employees with AIDS or any of its related conditions confidentially as required by law.

## Americans With Disabilities Act

Six Flags has always been committed to complying with the Americans with Disabilities Act (ADA) and employing people with disabilities. In accordance with the ADA, Six Flags will not discriminate against a qualified individual with a disability in any aspect of employment and will provide qualified disabled employees with the reasonable accommodations, if necessary, to assist them in performing the essential functions of their jobs. If you have a disability and require an accommodation to perform the essential functions of your job, you should contact the Human Resources Department with your request.

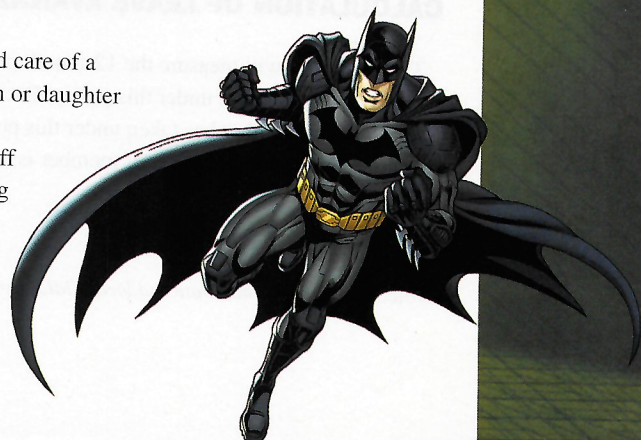
## FMLA and Military Leave

In accordance with the Family and Medical Leave Act of 1993 ("FMLA"), Six Flags will grant an unpaid, job-protected leave of absence to eligible employees. Staff members are eligible if they have been employed for at least 12 months and have actually worked at least 1,250 hours over the past 12 months preceding the leave. Job-protected, unpaid leave may be granted for the following circumstances:

- To care for the staff member's child after birth or for the adoption or foster placement of a child (beginning within 12 months of the birth, adoption or placement);
- To care for the staff member's spouse, son, daughter, parent or parent-in-law with a serious health condition;
- For a staff member's own serious health condition that makes him or her unable to perform the essential functions of his or her job; or for qualifying emergencies arising out of the fact that the staff member's spouse, son, daughter, or parent is on active duty or called to active duty status as a member of the National Guard or Reserves in support of a contingency operation.

Leaves will be granted for the following reasons:

- A period of up to twelve (12) weeks in any twelve month period for the birth and care of a newborn child of the staff member; for placement with the staff member of a son or daughter for adoption or foster care; to care for a spouse, son, daughter, or parent or parent-in-law with a serious health condition; to take medical leave when the staff member is unable to work because of a serious health condition; or for qualifying emergencies arising out of the fact that the staff member's spouse, son, daughter, or parent is on active duty or called to active duty status as a member of the National Guard or Reserves in support of a contingency operation.





# Working Together

- A period of up to twenty-six weeks in any twelve month period for the care of a service member with a serious injury or illness who is on active duty or called to active duty status as a member of the National Guard or Reserves and who is the staff member's spouse, son, daughter, or parent. Staff members will be required to apply all accrued and unused paid leave first, including but not limited to vacation time, to all leaves covered by this policy. If you believe you are eligible for leave and wish to take advantage of such leave, please contact Human Resources for more information.

## ADVANCE NOTICE AND MEDICAL CERTIFICATION

Staff members requesting leave under this policy will be required to provide advance notice and medical certification. Leave may be denied if the employee does not comply with these requirements. Staff members must provide 30 days advance notice of leave if foreseeable. If the need for leave is not foreseeable, staff members must provide as much notice as practicable.

Employees requesting leave to care for a family member or for their own serious health condition must provide the company with a written certification from their health care provider. The Company may require second and third opinions (at the Company's expense) and, if applicable updated reports and a fitness for duty report to return to work.

## JOB BENEFITS AND PROTECTION

For the duration of the leave, the Company will continue to pay its share of the premiums for health insurance coverage. Staff members will be responsible for the same weekly contribution normally deducted from their paychecks. However, since leave is unpaid and employees will not receive their weekly pay checks, employees must make arrangements with Human Resources to pay their weekly share.

In certain circumstances, if the employee does not return to work from leave covered by this policy, the employee may be required to reimburse the Company in whole or in part for any health care premiums paid on the employee's behalf during the leave.

Upon return from leave, staff members, except those who would have been affected by a reduction in force or layoff had they not taken leave, will be restored to their same or equivalent positions with an equivalent rate of pay, benefits or other employment terms.

Although taking leave will not result in the loss of any employment benefit that accrued prior to the start of the leave, employees will not accrue benefits, such as vacation and sick time, during any leave period.

Certain states may provide other rights and establish other requirements for family and/or medical leave in addition to those described above. Therefore, employees needing leave should contact their Human Resources Department for further information about leave entitlements under state law.

## CALCULATION OF LEAVE AVAILABLE

The Company will measure the 12-month period as a rolling 12-month period measured backward from the date a staff member uses any leave under this policy. Each time a staff member takes leave, the Company will compute the amount of leave the staff member has taken under this policy and subtract it from the 12 weeks of available leave, and the balance remaining is the amount the staff member is entitled to take at that time.

*"Note: Where applicable, state and local FMLA (or the equivalent) requirements may alter FMLA administration"*



## IMMIGRATION AND EMPLOYMENT

Six Flags is committed to the policy and practice of hiring only authorized workers, as defined by the Immigration Reform and Control Act. In compliance with the Immigration Reform and Control Act of 1986, any offer of employment is conditioned upon satisfactory proof of a prospective employee's identity and legal eligibility to remain and work in the United States. In the administration of this policy, Six Flags will not discriminate against any employee or applicant for employment, as stated in the EEO policy statement of this Handbook, but particularly, on the basis of national origin or citizenship status.

Every employee hired on November 6, 1986 or later must complete an Employment Eligibility Verification Form I-9, from the Department of Homeland Security, U.S. Citizenship and Immigration Services. An applicant or employee who is not authorized to work in the United States cannot be hired or continue to be employed by Six Flags.

## FORMER EMPLOYEES

When former employees apply to be rehired, they will be evaluated on the same basis as other applicants. However, special consideration will be given to past job performance, the circumstances surrounding termination of previous employment and the former employee's knowledge of Six Flags' procedures and functions.

## STANDARDS OF CONDUCT

Six Flags is a professional, responsible and law-abiding organization and member of the community. It devotes considerable time and expense to conduct its business and maintain its reputation in this manner. The behavior of every employee contributes to the Company's image and its reputation. Every employee must refrain from taking certain actions and/or engaging in certain conduct, whether on-duty or off-duty that is contrary to the expected behavior of employees. Failing to do so will result in disciplinary action, including possible termination.

### EXAMPLES OF EXPECTED BEHAVIOR

- Treating all customers and visitors respectfully as Guests of the Company;
- Positive, professional interactions with Team Members and Guests;
- Efficiently performing assigned tasks and duties in a timely and professional manner;
- Complying with all Company safety regulations;
- Maintaining a safe work area;
- Reporting to work punctually and being ready for work at the expected time;
- Looking for ways to improve and enhance how we do our work;
- Thoughtful use of company resources and materials with a focus on maximizing quality and minimizing expense;
- Conducting oneself in an ethical manner consistent with the Company's position as a local and national employer and valued member of the local community;
- Giving effective directions and answering questions about the park;
- Only using cell phones and other items such as iPods and MP3 players during break times and out of the view of the guests; and
- Wearing company issued buttons while in guest areas.

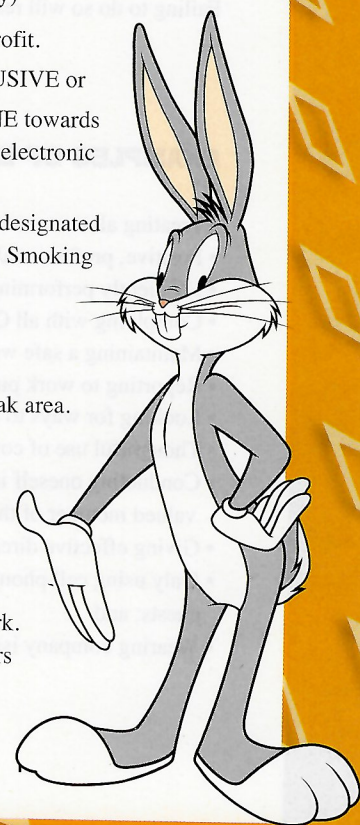


# Working Together

## EXAMPLES OF VIOLATIONS

In addition, the following actions, although not exhaustive, constitute violations of Company policy and will subject the offender to disciplinary action up to and including termination:

1. **THEFT** (attempted or actual), knowledge of theft, or dishonesty. Theft can include, but is not limited to:
  - Taking or using money or property that belongs to the Company or someone other than you.
  - Accepting, consuming, or giving away free food, merchandise, games, etc. or any unauthorized discounts.
  - Purchasing food at the canteens (cafeteria) or discount locations for use by non-Six Flags employees.
  - Selling your complimentary Six Flags tickets.
  - Being aware of theft and not reporting it. This includes both direct and indirect information about an act of theft or misappropriation.
  - Signing or clocking in or out in a manner that results in payment of wages for time not actually worked.
  - Eating food directly from the service pan or Guest's plate.
  - Giving or preparing unapproved allotments of foods and giving unapproved number of games supplies or prizes.
2. **POSSESSING** or being under the influence of **ALCOHOL, INHALANTS, INTOXICANTS, ILLEGAL DRUGS** or the misuse of legal drugs. (see Substance Abuse Policy)
3. **ANY DISPLAY OR DEMONSTRATION OF AFFECTION**, including hand-holding, kissing, and any form of sexual contact/conduct, whether consensual or not.
4. **ALLOWING** another person to use your Six Flags ID card, passwords or vehicle permit and/or other documents or controls required for entry or access to Six Flags property, systems or equipment.
5. **LEAVING** assigned position without authorization or refusing to report to your assigned position.
6. **TAMPERING** with, falsifying, or failure to turn in official documents (employment applications, timecards, payroll deductions, investigation reports, etc). Includes permitting someone to use your time card, ID, passwords, POS access and other restricted accesses.
7. **ABSENTEEISM OR TARDINESS** beyond set limits of the Attendance Policy.
8. **INSUBORDINATION**, including actions such as failing or refusing to perform work as instructed, failing to follow Company policies and procedures or being rude to Guests, fellow Hosts and Hostesses or Superiors.
9. **CRIMINAL ACTIVITY** on or off Company property which poses substantial risk to either Hosts and Hostesses, Guests, and/or property of the Company. (includes illegal gambling or drug use on Company property)
10. **CONDUCTING**, engaging in or promoting gambling or games of chance for monetary gain or profit.
11. **MALICIOUS GOSSIP** or the use of language, gestures or images the Company deems to be **ABUSIVE** or **INAPPROPRIATE, IMPOLITE, INCONSIDERATE, INACCURATE, MISLEADING OR PROFANE** towards Guests and other individuals under Company Jurisdiction, or surveillance cameras in oral, written or electronic mediums.
12. **CHEWING GUM OR TOBACCO, SMOKING OR SPITTING**, in view of Guests or in any non-designated break area, while in uniform or on duty. Prohibitions apply equally to e-Cigarettes and like products. Smoking materials must be properly extinguished and disposed of in an appropriate and responsible manner.
13. **ACCEPTING OR SOLICITING** tips or gratuities, or failing to follow designated tip policies and procedures.
14. **EATING OR DRINKING** in view of the Guests, unless on break and in designated employee break area.
15. **USE** of rides, attractions, or video games while in uniform.
16. **EXCEPT** for authorized employee events, employees are not permitted to play any skill games.
17. **VIOLATIONS** of the Six Flags Dress Code and policies.
18. **POSSESSION** of knives, weapons, or explosives on Company property.
19. Any **ATTITUDE OR ACTION** that is not in keeping with the primary duties of your assigned work. Seeking, soliciting or requesting personal information deemed inappropriate from Guests, park visitors and coworkers.
20. **UNAUTHORIZED ENTRANCE** to Six Flags, trespassing on Company property, entering in back areas when not on duty or bypassing security posts or offices to enter park.



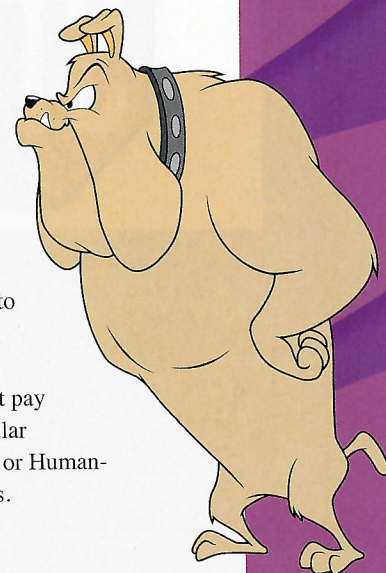
# Working Together



21. VIOLATIONS of cash control, cash handling, or POS procedures.
22. VIOLATIONS of safety procedures, department policies/procedures, ethical policies, and/or fraternization policies.
23. DISHONESTY towards Managers, Supervisors, Leads, Security, Loss Prevention, etc. (i.e. calling in when not sick, making false statements concerning a fellow Team Member or yourself.)
24. USE of any audio, video or telecommunications device while under Company Jurisdiction which the Company deems to be unauthorized, inappropriate, impolite or malicious.
25. IDENTIFYING a Cash Control Agent or Loss Prevention Specialist to Guests or fellow Hosts and Hostesses.
26. UNAUTHORIZED use of park phones for personal calls.
27. ENGAGING in non-work related activities during work hours (other than while on designated rest/meal breaks).
28. DISPLAY OF, wearing of and/or distribution of gang related materials, symbols or colors.
29. USE of Company vehicles, tools, equipment, etc. for personal use without prior authorization. This includes removing Company property without the proper written approval.
30. DELIBERATELY, negligently, or carelessly using, misusing, losing, wasting, or damaging property of the Company, an Employee or Guest.
31. OPERATING Company vehicles while not in possession of a Vehicle Permit or operating personal vehicles on Company property without proper authorization or valid drivers license.
32. FAILURE to follow instructions or directions of Leads, Management, Security Personnel, Loss Prevention Personnel, Health or Safety Personnel or other Superiors.
33. UNAUTHORIZED use of trademarked, copyrighted or restricted items and/or intellectual properties of the Company and/or its business associates and partners.
34. LOITERING, allowing others to disrupt your work, or being disruptive in a manner that interrupts the normal course of park operation.
35. CASHING INSUFFICIENT or post dated personal checks at Six Flags.
36. REFUSAL TO COOPERATE IN DIRECTED SEARCHES (including, but not limited to, bags, personal items and vehicles) and/or investigations or interfering in any manner with a search and/or investigation.
37. SLEEPING on the job during working hours.
38. MISUSE, possession, release of, repair of, or removal of Company property, employee lists, blueprints, records, or confidential information of any kind without written authorization of a Director.
39. HARASSMENT of any type, HORSEPLAY, THREATENING BEHAVIOR or FIGHTING, regardless of who provoked it.
40. FAILURE to maintain license or certification if required for employment.
41. FAILING to notify the Company of convictions which may affect or alter an employee's employment status, his or her ability to perform his or her duties, and/or compromise the Company's faith in the employee to perform his or her duties.
42. OPERATING or attempting to operate Company equipment without authorization.
43. TAMPERING, REMOVAL OR ADJUSTMENT of cameras, monitors or any other types of security or surveillance equipment without appropriate, authorized approval.

It is the responsibility of each Team Member to be familiar with the Six Flags' Rules Of The House and to conduct themselves accordingly. Team Members are expected to establish and promote harmonious working relationships with those around them.

If the Rules Of The House are violated, disciplinary action ranging from reprimand to suspension without pay to termination may occur. Every effort is made to base disciplinary action on the facts pertaining to a particular situation. Employees who feel that this has not happened should promptly contact their supervisor, manager or Human-Resources. The Company's Guarantee of Fair Treatment process, see page 39, is also available to employees.



# KEEP A WATCHFUL EYE!

No one under 16 may unload goods from trucks or work in freezers (other than quick in and out to pick up or drop off product.)

No one under 16 may use ladders, stepstools and must always keep their feet on the ground. No one under 16 may bake which includes assembling and baking pizzas.

No one under 16 may operate or load a trash compactor.

16 and 17 year olds may only load a trash compactor if trained and instructed to do so.

Compactors may only be operated by employees 18 or older and must not be left unsecured (with keys or on)

**YOU MUST BE 18  
TO OPERATE OR CLEAN  
THIS EQUIPMENT**



No one under 18 may operate or clean machinery such as mixers, slicers or compactors

Employees must wear the proper nametag  
(Yellow - Under 16, Orange - 16-17, White - 18 or over)

**It's everyone's responsibility to be compliant with Child Labor Laws.**

**Trash Compactor**



**Food Mixer**



**Food Slicer**



**JUAN**

HOST



**SUSAN**

HOSTESS



**BILL**

HOST

# Working Together



The Six Flags family of parks is fully committed to providing a safe and healthy working environment for all of our employees. One aspect of this commitment is ensuring that our employees know the child labor laws governing the employment of youth 17 years old or younger. Following are the Federal Child Labor regulations that are in force throughout the 50 states. **Each park will inform its employees of local and state regulations if those regulations are more restrictive than the following Federal regulations.**

## Prohibited Jobs as Determined by the Secretary of Labor

Seventeen hazardous non-farm jobs, as determined by the Secretary of Labor, are out of bounds for teens below the age of 18. Generally, they may not work at jobs that involve:

- Manufacturing or storing explosives
- Driving a motor vehicle and being an outside helper on a motor vehicle
- Coal mining
- Logging and saw milling
- Power-driven wood-working machines\*
- Exposure to radioactive substances and to ionizing radiations
- Power-driven hoisting equipment
- Power-driven metal-forming, punching, and shearing machines\*
- Mining, other than coal mining
- Meat packing or processing (including power-driven meat slicing machines)
- Power-driven bakery machines
- Power-driven paper-products machines\*
- Manufacturing brick, tile, and related products
- Power-driven circular saws, band saws, and guillotine shears\*
- Wrecking, demolition, and ship-breaking operations
- Roofing operation\*
- Excavation operations\*



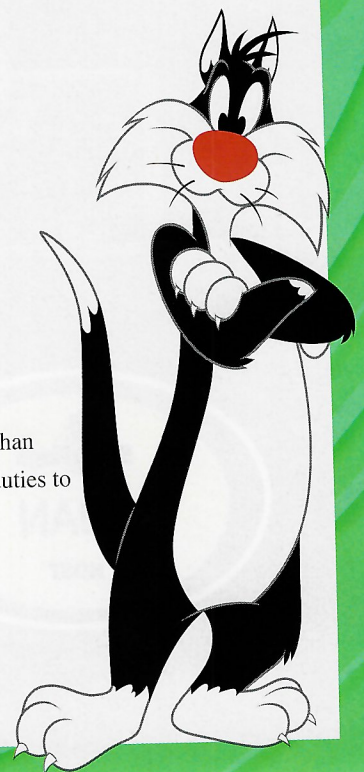
## Hours limitations

- Youths 18 or older may perform any job, whether hazardous or not, for unlimited hours.
- Youths 16 and 17 years old may perform any nonhazardous job, for unlimited hours.
- Youths 14 and 15 years old may work up to:
  - 3 hours on a school day
  - 18 hours in a school week
  - 8 hours on a non-school day
  - 40 hours on a non-school week

Work must be performed between the hours of 7 a.m. and 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m.

Remember that these are Federal regulations and States can have regulations more restrictive than those listed above. In addition, each Six Flags park may have its own restrictions on hours and duties to insure Federal, State and local compliance in this critical area.

*\*Limited exceptions are provided for apprentices and student-learners under specified standards.*





# Working Together

## Violence In The Workplace

The Company has adopted a policy prohibiting workplace violence. Consistent with this policy, acts or threats of physical violence, including intimidation, harassment, and/or coercion while under Company Jurisdiction will not be tolerated.

Examples of workplace violence include, but are not limited to:

- Malicious gossip;
- Threats or acts of violence;
- Hitting or shoving;
- Threatening an individual or his/her family, friends, associates or property with harm;
- Intentional or negligent destruction or defacing the property of a guest(s), co-worker(s) or the Company;
- Threatening to destroy or deface the property of a guest(s), co-worker(s) or the Company;
- Harassing or threatening communication that includes, but is not limited to, phone calls and emails; and
- Unauthorized possession or inappropriate use of firearms or weapons.

Six Flags and its family of parks prohibition against threats and acts of violence applies to all persons under Company Jurisdiction and includes guests, employees, contract and temporary workers. Violations of this policy will lead to disciplinary action, up to and including termination, and/or legal action as appropriate.

Employees are encouraged to report incidents of threats or acts of physical violence to their supervisors, Human Resources, Loss Prevention, or Security. Reports will be promptly investigated.

If a non-Company organization is investigating an incident pertaining to this policy, the Company reserves the right to conduct its own investigation.

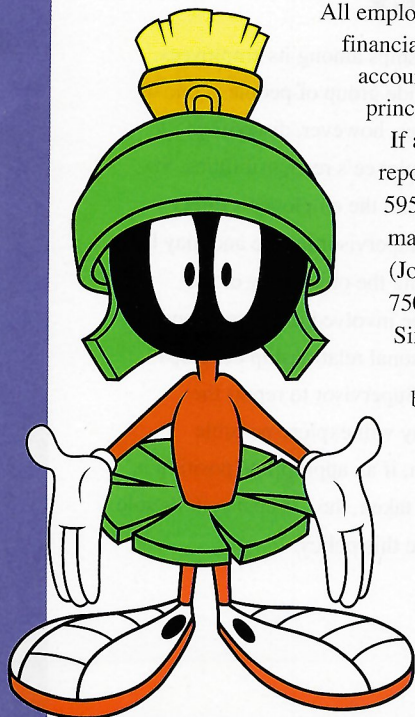
## Integrity Of Reports

Accurate records are essential to the successful operation of Six Flags. Employees are responsible for ensuring the accuracy of all Company records, information, and accounts. As a public company, Six Flags is required to file periodic reports and make certain public communications. Employees must act to ensure full, fair, accurate, timely, and understandable disclosures and reporting of Company information, including the Company's financial results and financial condition and employees are expected to cooperate fully with finance department and external auditors.

All employees must comply with Company policies, procedures and controls. Accounting and financial reporting must accurately reflect actual transactions and must follow the Company's accounting and internal control policies as well as applicable generally accepted accounting principles and laws.

If an employee has any concerns about the Company's financial controls, accounting, financial reporting or auditing, he or she should immediately contact the General Counsel at (972) 595-5192 or by email at [lbalk@sftp.com](mailto:lbalk@sftp.com). Employees hesitant to contact the General Counsel may also directly report violations to the Company's Lead Independent Director (Jon Luther c/o Six Flags Entertainment Corporation, 924 Avenue J East, Grand Prairie, Texas 75050) or the Chairman of the Audit Committee of the Board (Kurt Cellar, c/o Six Flags Entertainment Corporation, 924 Avenue J East, Grand Prairie, Texas 75050).

You can also file a confidential, anonymous report on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.





# Working Together

## Confidentiality

Employees may have access to confidential business information. Confidential Business Information includes (by way of example and not limitations): financial data, product information, manufacturing process information, and technical data or specifications. Confidential information includes matters which relate to the Company or any other business entity affiliated with the Company as well as its clients and customers.

Employees agree as a condition of employment that they will not, either during the term of their employment or thereafter, use any Confidential Business Information either for their own benefit or purposes, or in a way adverse to the Company's interests. Employees agree that they will not disclose, reproduce, deliver or allow to be delivered, any such documents or information to third parties, except as required in the line of their employment with the Company or with the specific, written direction or consent of a duly authorized representative of the Company or as otherwise required by law.

Employees are strictly prohibited from discussing confidential business matters with anyone other than authorized Company representatives or disclosing any Confidential Business Information as defined above, unless management has given approval to do so. Employees are also prohibited from leaving sensitive documents in open or unsecured areas.

Unauthorized disclosure or use of confidential information may be cause for immediate termination of employment with the Company. Further, in the event of an unauthorized disclosure or use of confidential information, the Company will pursue all legal remedies available to it.

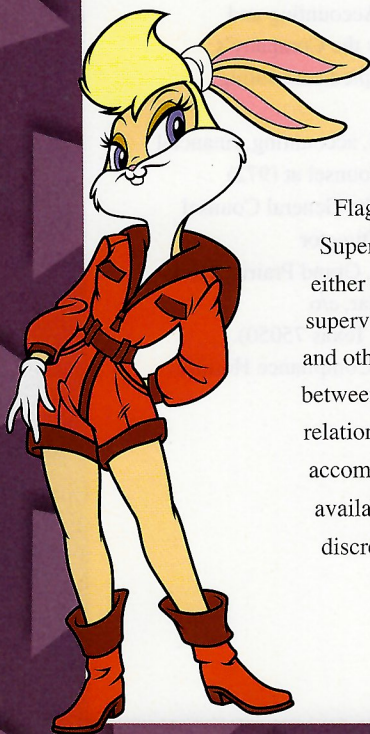
Employees will, upon termination of employment, return to the Company all Confidential Business Information, including all originals, copies, reproductions, summaries, interpretations, and/or related items made of or from the Confidential Business Information in their possession at such time.

## Seasonal Fraternization Policy

Six Flags encourages the interaction and development of friendships among its employees.

We believe that the opportunity to cultivate friendships among a wide group of people is one of the unique benefits of joining the Six Flags team. The Company does, however, discourage relationships that interfere with an employee's performance of the employee's responsibilities. Six

Flags prohibits any intimate personal relationships between an employee and the employee's direct Supervisor. The employee's direct Supervisor may be a Lead, Manager or Supervisor in title and may be either Seasonal or Full Time. Such relationships may raise questions regarding the objectivity of the supervisor and create conflicts of interest that affect the subordinate employee involved in the relationship and other employees working for the supervisor. In the event an intimate personal relationship develops between an employee and his or her supervisor, it is the responsibility of the Supervisor to report the relationship to the employee's Department Manager or Director. The company will explore possible accommodations such as reassignment to another department and/or position, if an appropriate position is available. If other positions are not available or voluntary measures are not taken, the Company, in its sole discretion, reserves the right to transfer or terminate individuals who violate this policy.





## Solicitation Policy

An employee may not solicit or distribute literature in any form or through any medium on the Company's property during his or her working time or during the working time of the employee being solicited or given literature.

An employee may not solicit or distribute literature in any form or through any medium in working areas at any time. In order to keep the Company's premises safe, neat and clean, literature may not be strewn or discarded on the Company's property.

Persons not employed by the Company are not permitted to solicit or distribute literature in any form or through any medium or offer merchandise for sale on Company property at any time or be on the premises without permission.

An employee's "working time" does not include the employee's break periods or meal times, or other period during the day when the employee is not properly engaged in performing his or her work tasks.

## Cell Phones And Other Personal Electronics

Personal cell phones and other personal electronics (such as iPods, iPads and other devices) may not be used in restricted access areas, in-park areas, in the view of guests or while performing one's duties. For the purpose of this policy, "used" may be interpreted to be any action which includes, but is not limited to answering, listening to, texting, turning off or on, viewing a screen and/or checking the status of a device.

Employees using personal cell phones and other personal electronics in restricted access areas, in-park areas, in the view of guests or while performing their duties may be subject to discipline up to and including termination. In these instances second warnings will typically not be given. Second warnings may be afforded if violations do not occur in the aforementioned areas.

While on duty employees may be required to place cell phones and other personal electronics in designated areas. The Company assumes no responsibility for these items voluntarily brought on property.

Personal cell phones and other personal electronics (such as iPods, iPads and other devices) may be used while on break in designated break areas.

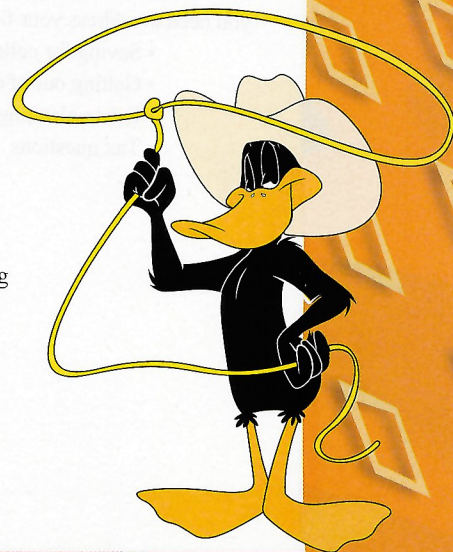
## Anti-Nepotism Policy

### EMPLOYMENT OF RELATIVES

Relatives of employees are eligible for employment with Six Flags but may not be assigned to a position that is within a relatives "span of control." That is, an individual may not be under his or her relatives direct line of supervision, such that work responsibilities, salary or other career progress could be directly influenced by the relative. This policy is designed to prevent unfair favoritism and eliminate real or potential conflicts of interest.

For the purposes of this policy, the term "relative" is defined to include, but is not limited to, spouses, (step) parents, (step) grandparents, (step) children or (step) siblings, aunts, uncles, nieces, nephews, or the spouse of any of them.

If relatives work in the same department or office, are involved in a direct or indirect reporting relationship, or present a real or potential conflict of interest, the Company will seek voluntary cooperation of the individuals involved to remedy the violation of this policy. The Company will explore possible accommodations such as reassigning one relative to another department and/or position, if an appropriate position is available. If other positions are not available or voluntary measures are not taken, the Company, in its sole discretion, reserves the right to transfer or terminate individuals who violate this policy.



# Working Together



## Employee Assistance Program

The EAP through ComPsych is available at no cost to you. With ComPsych's EAP, employees can confidentially address their day-to-day personal and workplace challenges—resulting in a more focused and productive workforce. Counseling services are provided at no charge to employees and eligible household members. ComPsych offers short-term counseling on all aspects of life, including the following:

- Difficulties in relationships
- Stress and anxiety issues with work or family
- Grief issues
- Legal or financial issues
- Child care issues
- Emotional and psychological issues
- Alcohol and drug abuse
- Personal and life improvement
- Depression
- Elder care issues

## EAP Provider Search

For EAP cases that require further assistance, ComPsych's guidance consultants will immediately match you with a local provider based upon provider specialization, geographic accessibility, cultural considerations and your stated preference(s) (for example, "I'd prefer a female counselor."). Guidance consultants will either give the provider's office location and phone number so you can make an appointment or they can help make an appointment. Call: 800-311-4327 Online: [www.guidancere-sources.com](http://www.guidancere-sources.com) Company Web ID: MGR311

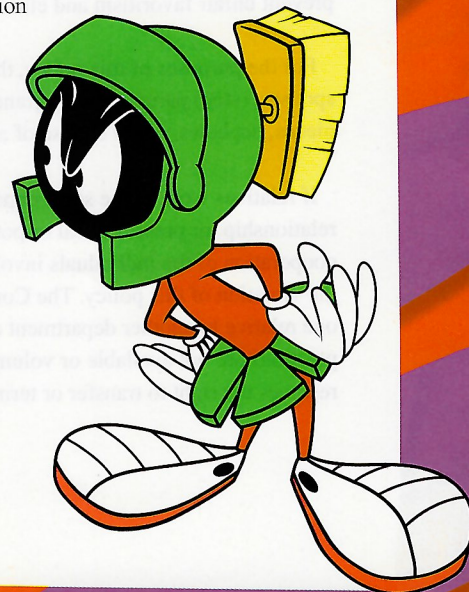
## Online Will Preparation & Legal Assistance

You may complete a legally binding will or plan your final arrangements online through EstateGuidance® at no cost to you. Also, when a legal issue arises, our attorneys are available to provide confidential support with practical, understandable information and assistance. If you require representation, you can also be referred to a qualified attorney in your area for a free 30-minute consultation with a 25% reduction in customary legal fees thereafter.

## Online Work/Life Services

Financial issues can arise at any time, from dealing with debt to saving for college. ComPsych's financial professionals can discuss your concerns and provide you with the tools and information you need to address your finances, including:

- Saving for college
- Getting out of debt
- Estate planning
- Tax questions





# Working Together

## Substance Abuse Policy

Six Flags Theme Parks has a vital interest in the health and welfare of its employees. The misuse and abuse of alcohol and drugs by employees poses serious threats to the safety and health of the employees, the public and to the efficient operation of the organization. Accordingly, Six Flags seeks to maintain a drug and alcohol free environment. In order to achieve this goal, Six Flags has adopted the following policies with regard to the use, possession or sale of drugs or alcoholic substances by its employees. Employees should be aware that individual Company properties may add to the requirements of this policy and that states laws may affect the execution of this policy.

The following is not the complete Substance Abuse Policy. The full policy (Policy 645) is available upon request from the Human Resources Department.

## Definitions

### "CONTROLLED SUBSTANCE"

The term "controlled substances," regardless of quantity or form, means a drug or controlled substance listed as such in the Federal Controlled Substance Act and includes, but is not limited to, amphetamines, marijuana, cocaine, opiates, barbiturates, hallucinogens, depressants and stimulants. Controlled substances also include prescription drugs used in any manner inconsistent with their intended or stated use.

### "COMPANY JURISDICTION"

For purposes of this policy, an employee is considered to be under or within "Company Jurisdiction" whenever the employee is: (a) on Company property, including parking lots and guest and employee facilities; (b) on Company time, even if off Company premises (including paid lunch and rest periods); (c) on the property and/or at the facilities of customers, clients and/or vendors of the Company for Company related reasons or purposes; (d) driving or riding as a passenger in a Company vehicle or a private vehicle for which the Company is reimbursing expenses; or (e) at a job site.

### "POSSESSION"

The term "possession" means actual custody or control of and access to, including, without limitation, items, including drug paraphernalia, held by a person or stored in an employee's work station, office, locker, lunch box, purse, briefcase, bag, automobile or other areas under Company Jurisdiction.

### "REASONABLE SUSPICION"

The term "reasonable suspicion" means a belief that an employee is using or has used controlled substances, prescription/over-the-counter drugs or alcohol in violation of this policy or has otherwise violated this policy. Such belief shall be drawn from objective facts and reasonable inferences drawn from those facts. This can include the observation of ingestion or possession by any credible witness, or observation of any known symptomology for "under the influence" behavior as documented through the use of the Reasonable Suspicion Checklist.



# Working Together

## **"UNDER THE INFLUENCE"**

For purposes of this policy, "under the influence" means having any of the body's sensory, cognitive or motor functions in any way affected, altered or impaired; being unable to perform work in a safe and productive manner; being in a physical or mental state which creates a risk to the safety and well-being of the affected employee, other employees, the public or Company property; and/or having any detectable level of alcohol, drugs or controlled substances in the body.

## **"PRESCRIPTION AND OVER-THE-COUNTER DRUGS"**

For purposes of this policy, "prescription drugs" means drugs or medications lawfully prescribed by a physician and taken in accordance with such prescription. An "over-the-counter drug" means a drug or medication authorized pursuant to federal or state law for general distribution and use without a prescription.

## **Prohibitions**

Employees are prohibited from reporting for work or being on the job or under Company Jurisdiction while under the influence of any controlled substance or alcohol. In addition, employees are prohibited from:

### **CONTROLLED SUBSTANCES**

Possessing, using, selling, offering to provide, buying or distributing any controlled substance(s) and/or items deemed by the company to be drug related paraphernalia or attempting to do any of the above.

Possessing, consuming, selling (except as a part of any employee's job), buying or distributing alcohol or having a blood/alcohol (or urine equivalent) level of .02 or higher.<sup>1</sup>

### **PRESCRIPTION AND OVER-THE-COUNTER DRUGS**

Using prescription or over-the-counter drugs that may adversely affect such employee's ability to safely and/or efficiently perform his/her job and/or when such use is not in strict adherence to a physician's directions or labeling instructions.

### **OFF PREMISES**

Possessing, using, selling, offering to provide, buying or distributing alcohol or controlled substances when not on the job or under Company Jurisdiction if such activity constitutes a threat to or may adversely affect Six Flags, its reputation, properties, employees or guests.

### **MISUSE OF CHEMICALS OR SUBSTANCES**

Misusing chemicals or substances in any manner or means to affect the body's sensory, cognitive or motor functions as described in the section titled "Under The Influence."

<sup>1</sup> The Six Flags Substance Abuse policy and the prohibitions are not intended to apply to alcohol which is served, sold, or consumed at events sponsored or hosted by the Company and attended responsibly by employees. All employees, whether on or off duty, are expected to remain responsible, professional and sober at all times when in Company Jurisdiction. Further, the policy is not intended to apply to the moderate consumption of alcohol by executive, sales, and other employees who consume alcohol in connection with client entertainment or other authorized company business activities.





# Working Together

## Use Of Prescription And Over-The-Counter Drugs

Possession and use of prescription and over-the-counter drugs are permitted, provided that such drugs are taken in strict accordance with your physician's directions and/or labeling instructions and the use of such drugs does not adversely affect an employee's ability to safely and/or efficiently perform assigned duties. If an employee believes he or she is taking a prescription and/or over-the-counter drug(s), which may adversely affect his or her ability to safely and/or efficiently perform assigned duties, the employee is obligated to notify his or her department supervisor or the Human Resources Department. The employee need not reveal the name or type of medication or why he or she is taking the medication.

The Company reserves the right to require medical verification that the medication(s) will not adversely affect an employee's ability to safely and/or efficiently perform his or her job. An employee may be reassigned or not scheduled pending Company receipt and review of the requested medical verification.

The only information sought by the Company is whether the medication may adversely affect the employee's ability to safely and/or efficiently perform his or her job.

## Testing

In all instances where it is determined that an employee or applicant must submit to alcohol and/or drug testing, submission to such testing is mandatory and a requirement for consideration for employment, employment and/or continued employment. When directed testing must be completed in a timely manner to the Company's satisfaction.

Subject to applicable laws, the acceptance of a job offer, employment and/or signing for this document will service as authorization, consent and release for mandated testing. If applicants or employees are directed to execute a consent and release form and fail to execute the consent and release form, this will be grounds for rescinding any job offers and/or disciplinary action up to and including termination.

All applicants and employees will be given an opportunity prior to and after testing to provide in writing any information they consider relevant to the test, including the names of any prescribed drugs they may have taken or other relevant information. All confirmation tests will be conducted by a laboratory certified by the National Institute on Drug Abuse.

### PRE-EMPLOYMENT

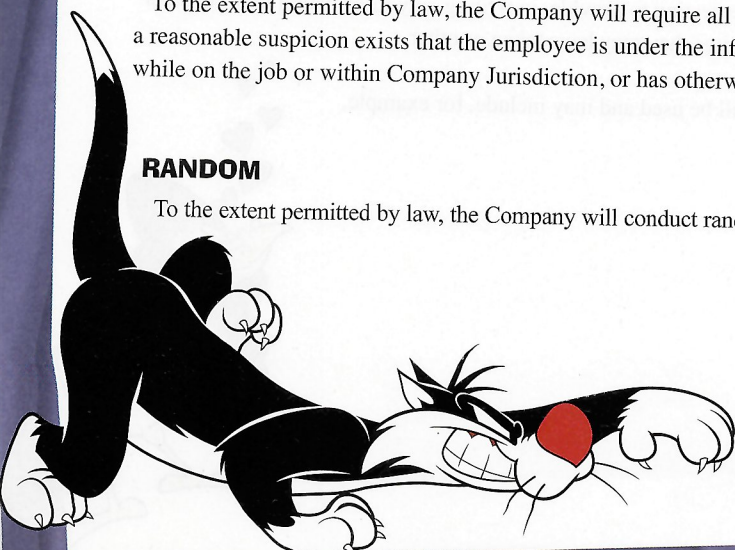
The Company reserves the right to require applicants for employment to submit to drug and alcohol testing after an offer of employment, but before the applicant commences work. Pre-employment testing may be required for, but is not limited to, applicants for safety and/or cash-sensitive positions.

### REASONABLE SUSPICION

To the extent permitted by law, the Company will require all employees to submit to drug and alcohol testing when a reasonable suspicion exists that the employee is under the influence of any controlled substance, drug or alcohol while on the job or within Company Jurisdiction, or has otherwise violated this policy.

### RANDOM

To the extent permitted by law, the Company will conduct random drug and alcohol testing of employees.



# Working Together



## POST-INCIDENT

In an instance in which post-incident testing is a result of an incident involving death or in instances the Company deems necessary, alcohol and drug tests will be required. The alcohol test is to be administered as soon as practical. The drug test is to be either urine or saliva testing and is to be administered within 6 hours of the incident.

The Corporate Human Resources office must authorize post-incident testing in cases other than injuries requiring medical treatment by non-Six Flags First Aid personnel and not covered under Suspicion Testing.

Failure or refusal to submit to the testing will result in the presumption that the employee was possessing, using or under the influence of alcohol or drugs at the time of the incident and result in the employee's immediate discharge.

## DISCLOSURE OF RESULTS

As a condition of employment and consideration of employment with the Company, all employees and applicants agree to have released to the Company or its designee the results of all substance screens and examinations, including all documents generated.

## EMPLOYEE REQUESTED TESTING

In the event the Company has reasonable suspicion that an employee is using or under the influence of drugs or alcohol while at work or within Company Jurisdiction, an investigation will be conducted. As part of this investigation, the employee may offer to submit to a drug and/or alcohol test at Company expense.

## COMPLIANCE WITH THE LAW

The Company will also require applicants and employees to submit to drug and alcohol testing when such testing is deemed necessary by the Company under applicable legal requirements. Attempting to or engaging in behavior which causes suspicions of adulterating or tampering with the sample or with the collection or testing process, or failing to cooperate in the testing process will result in the rejection of the employment application and/or discipline, up to and including immediate termination.

## Testing Procedures

In all instances where it is determined that an employee must submit to alcohol and/or drug testing, an employee's submission to such test is mandatory and a requirement of continued employment. All applicants and employees directed to submit to such testing will be required, prior to testing, to execute a consent and release form. An applicant or employee who refuses to execute the consent and release form will be subject to discipline, which may include immediate termination. All confirmation tests will be conducted by a laboratory certified by the National Institute on Drug Abuse. All employees will be given an opportunity prior to and after testing to provide, in writing, any information they consider relevant to the test, including the names of any prescribed drugs they may have taken or other relevant medical information.

The Company will determine which testing procedures will be used and may include, for example, urine, blood, breath, saliva and/or hair samples.





# Working Together

## Positive Test Results And Follow-Up

### MEDICAL REVIEW OFFICER

In order to protect the privacy of employees who are tested and to assure the independence of test verification, the Company will appoint a Medical Review Officer (MRO) who will receive all positive employee results directly from the laboratory. The MRO will review and interpret confirmed tests and will consider and investigate alternative medical explanations for such positive tests.

If, after appropriate review, the MRO determines that there is a legitimate medical explanation for a confirmed positive test result, the MRO will report the test result to the designated Company representative as "negative". If the MRO determines that there is no legitimate medical explanation, the MRO will report the test result to the designated Company representative as "positive".

### POSITIVE RESULTS IN PRE-EMPLOYMENT DRUG TESTS

If the results of any pre-employment screenings are positive, the individual will not be considered qualified for employment with the Company and will be notified of the same.

Applicants denied employment because they fail the pre-employment screening tests may reapply for employment after 12 months provided they submit a current medical certification from a health care provider that there is no medical evidence the applicant is currently abusing drugs or alcohol.

If the applicant passes the second pre-employment screening, any offer of employment must be contingent on the applicant's agreement to submit to unannounced follow-up testing for a period of 24 months. Any positive tests during this period will be grounds for immediate termination. The Company reserves the right to deny individuals who have failed pre-employment alcohol or drug test(s) the opportunity to apply and work in certain safety sensitive positions.

Applicants failing subsequent pre-employment alcohol or drug test(s), will not be eligible for future employment with the Company.

### POSITIVE TEST RESULTS - CURRENT EMPLOYEES - RANDOM TESTING

The results of a random alcohol or drug test that is positive will be reported by the MRO to the employee and the company. After the results are reported by the MRO to the company, the following will apply:

#### SEASONAL EMPLOYEES:

Employees will be immediately terminated.

#### REGULAR EMPLOYEES:

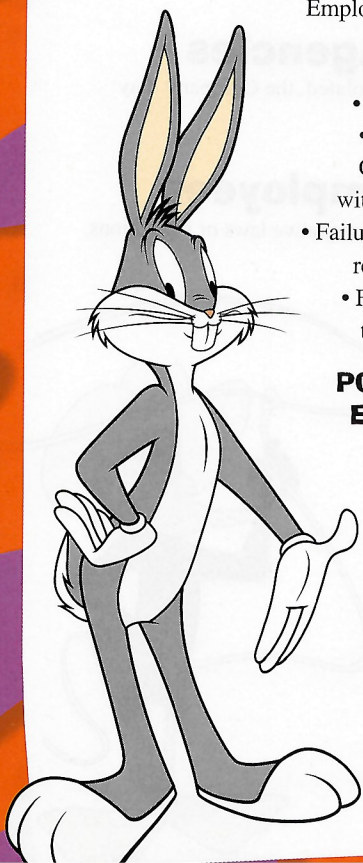
- The employee will be immediately suspended with pay from work.
- Regular employees will have up to 5 business days to provide written verification from the Company designated Employee Assistance Program (EAP) provider that they have been examined with respect to a substance abuse problem.
- Failure to submit to an approved examination or to submit required written verification within the required time periods will result in immediate termination.
- Failure to comply or complete any recommended rehabilitation programs will result in immediate termination. The company will bear no additional cost for any further treatment.

### POSITIVE TEST RESULTS IN POST-INCIDENT, SUSPICION & EMPLOYEE REQUESTED CASES

If the results of post-incident, suspicion or employee requested drug or alcohol test(s) are positive, the employee will be immediately discharged.

#### LEGISLATIVE CHANGES

Several states have passed laws related to the recreational use of marijuana. In the text of these laws there are specific provisions stating that employers are not required to accommodate conduct otherwise allowed by these referendums. Based on our safety focus and provision within the laws, Six Flags is not altering its substance abuse policies, its testing procedures or the disciplinary actions associated with these policies. Employees or applicants testing positive for recreational marijuana use will be subject to all existing policies and procedures.



# Working Together



## Confidentiality

All records and information obtained by the Company regarding alcohol and drug testing and the actual test results will be confidentially maintained. Access to such information will be restricted to those individuals deemed by the Company to have a legitimate business-related, need-to-know.

## Applicant And Employee Rights

If an applicant or employee tests positive under the Company's Substance Abuse Policy, he or she may:

- Request and be provided with a copy of the laboratory test indicating the test results;
- Request and be provided with a copy of the Six Flags Substance Abuse Policy;
- Request within five (5) working days of receiving written notification of the positive results to have the originally submitted sample retested at his or her expense by a Company authorized certified forensic drug testing facility; and
- Contest or offer an explanation of the results within five (5) working days of receiving written notification of the positive results. All information provided by the applicant or employee will be reviewed and evaluated by the Company MRO.

An applicant or employee paying to have his or her original sample retested will be reimbursed this expense and the results of the first test considered to be null and void if the results of the first test are not confirmed. The Company, at its discretion, may require the retesting of originally submitted samples or the submission of new samples. If subsequent Company authorized tests do not confirm the results of the initial test, the results of the original test will be considered to be null and void.

An applicant or employee may not submit a new sample for testing unless requested and authorized in writing by the Company. The Company will only consider and review results of Company authorized tests completed by Company authorized laboratories.

## Company Investigations And Rights

The Company reserves the right to conduct its own investigation and to take disciplinary action when it determines Company policy has been violated. Loss Prevention, with the assistance of Human Resources, will coordinate Company resources when investigations are deemed appropriate. Six Flags reserves the right to change or modify practices with or without notice to employees.

## Involvement Of Law Enforcement Agencies

When the Company has reason to believe that federal, state or local law is being or has been violated, the Company may refer such activities to law enforcement agencies.

## Specifically Governed Classes Of Employees

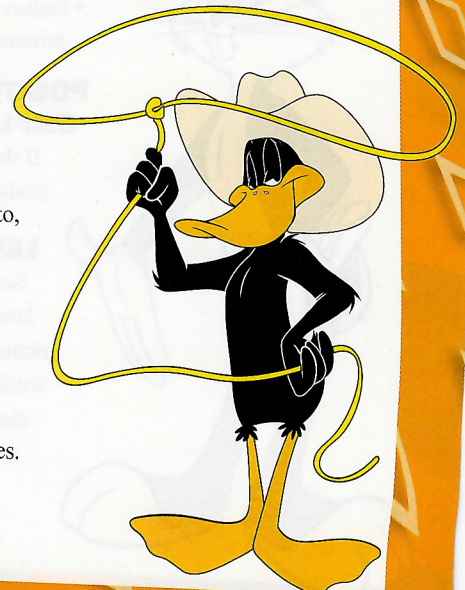
Six Flags policy is not construed to limit or exempt employees from federal, state, local and administrative laws or regulations.

## Searches

The Company reserves the right, at all times, and without prior notice, to inspect any and all Company property for the purpose of determining if Company policy has been violated. Such inspections may be conducted during or after business hours and in the presence or the absence of the employee. Company property includes, but is not limited to, desks, storage areas, work areas, lockers, file cabinets and Company vehicles. In addition, all vehicles and other personal property of an employee, including, but not limited to, bags, boxes, purses, briefcases, toolboxes and lunch containers, brought onto Company premises or within Company Jurisdiction are subject to inspection at any time. Refusal to consent to a search or an inspection when requested constitutes insubordination, and the Company may take disciplinary action, up to and including immediate termination.

Searches which the Company deems necessary to control and/or allow access to and/or from its property are over and above any provisions stated here.

Per Standards of Conduct (pages 44 to 47) employees are required to cooperate with searches.





# Working Together

## MEDIA, PUBLIC RELATIONS, ONLINE FORUMS and IMAGES

### Media Relations and Public Relations

During the course of the season, there may be many occasions when television, radio and newspaper reporters are visiting the park. While on park property, members of the working media (reporters and photographers) must be accompanied by a member of the Public Relations staff at all times. If you observe, or are approached by, a member of the media who is not accompanied by a Public Relations team member, please ask them to stay where they are while you assist them by locating a member of the park's Public Relations team who can assist them. Call or radio your supervisor immediately for assistance in contacting Public Relations.

While waiting for the PR team member to arrive, do not engage in proactive conversation and limit any response to questions from the journalist to information readily available in the park guide. Do not give your opinions, offer additional information or otherwise engage in conversation that could be considered an interview.

Sample response to an inquiry from the media:

"I wish I could be helpful, but our park's Public Relations Manager is really the person you should talk to. Just give me a moment while I call our Public Relations Manager (or my supervisor), who can help you with any questions you might have."

All employees outside of the park's Public Relations Manager are prohibited, as a representative of Six Flags, from providing information to the media, contacting the media or engaging in interviews of any kind without the express consent of the Public Relations Manager.

Unauthorized contact or communication with the media may be cause for an employee's immediate dismissal.

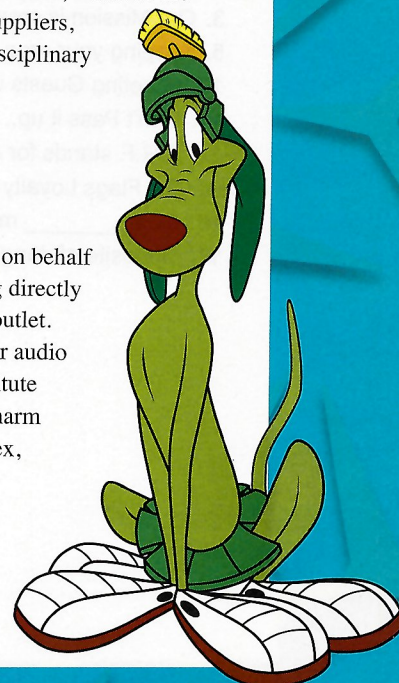


### Online Forums

Please be aware that Six Flags actively monitors online forums and venues to insure that its business interests are not compromised, misrepresented, hampered or harmed. Ultimately, the user is responsible for what is posted online. At all times, maintain the confidentiality of Six Flags trade secrets and private or confidential information. Do not post internal reports, policies, procedures or other internal business-related confidential information. Before creating online content, consider the risks and rewards that are involved. Keep in mind that your conduct that adversely affects customers, suppliers, people who work on behalf of Six Flags or the legitimate business interests of Six Flags may result in disciplinary action up to and including termination.

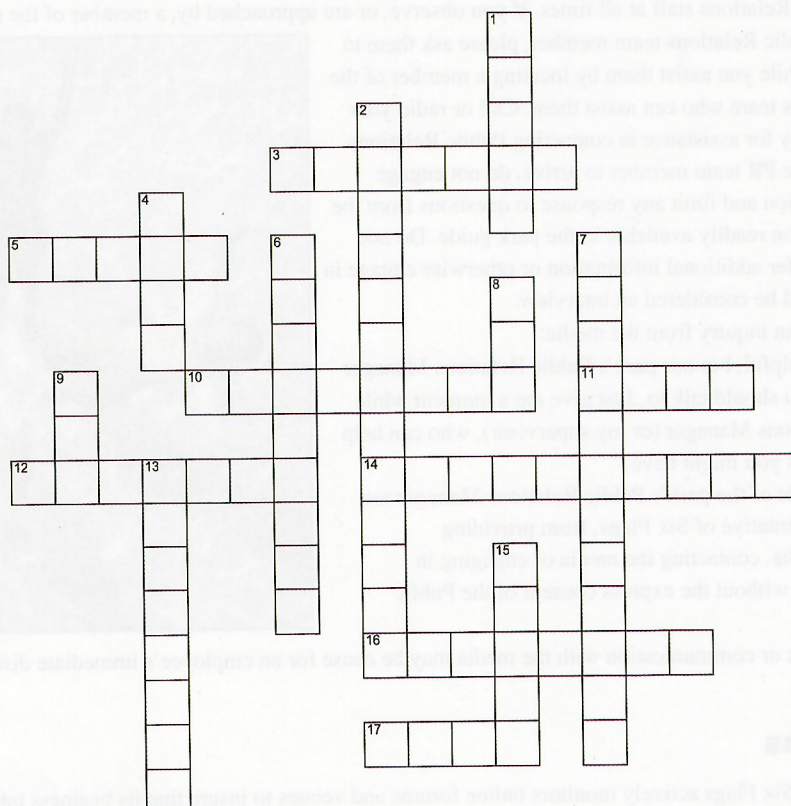
### Be Respectful

Always be fair and courteous to fellow associates, customers, members, suppliers or people who work on behalf of Six Flags. Also, keep in mind that you are more likely to resolve work-related complaints by speaking directly with your co-workers or by utilizing our open door policy than by posting complaints to a social media outlet. Nevertheless, if you decide to post complaints or criticism, avoid using statements, photographs, video or audio that reasonably could be viewed as discriminatory, obscene, threatening or intimidating that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, religion or any other status protected by law or company policy.





## Six Flags Guest Services Crossword



### Across

3. Our Mission is creating fun and \_\_\_\_\_ for all ages
5. Keeping your area spotless and free of debris
10. Greeting Guests with a smile
11. Don't Pass it up... \_\_\_\_\_ it up
12. A.R.F. stands for Angry \_\_\_\_\_ Face
14. Six Flags Loyalty Program
16. Good \_\_\_\_\_ makes a statement to our Guests
17. Opposite of dangerous

### Down

1. At five feet, we interact with our Guests with a \_\_\_\_\_
2. Always wear the \_\_\_\_\_
4. Speedy Guest service
6. First Six Flags park location
7. Assisting Guests with directions
8. When we see something, we \_\_\_\_\_ something
9. Interacting with a Child, it is best to get down to their \_\_\_\_\_ Level
13. A proper closing with a Guest
15. Don't use your cell \_\_\_\_\_ while working



# Working Together

## Be honest and accurate

Make sure you are always honest and accurate when posting information or news, and if you make a mistake, correct it quickly. Be open about any previous posts you have altered. Remember that the Internet archives almost everything; therefore, even deleted postings can be searched. Never post any information or rumors that you know to be false about Six Flags, fellow associates, members, customers, suppliers or people working on behalf of Six Flags or competitors.

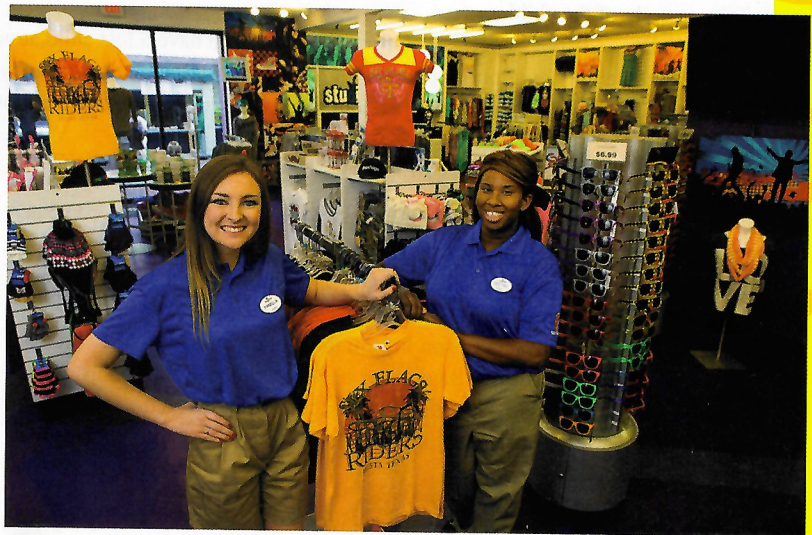
## Post only appropriate and respectful content

Maintain the confidentiality of Six Flags' trade secrets and private or confidential information. Trade secrets may include information regarding the development or systems, processes, products, know-how and technology. Do not post internal reports, policies, procedures or other internal business-related confidential communications.

Respect financial disclosure laws. It is illegal to communicate or give a "tip" on inside information to others so that they may buy or sell stocks or securities. Such online conduct may also violate the Insider Trading Policy.

## Images and Pictures

As a condition of employment, and for other good and valuable consideration, the receipt and legal sufficiency of which is hereby acknowledged, each employee hereby grants to Six Flags the right and permission (but not the obligation) to film, photograph or otherwise use their name, voices, likeness, appearance and other characteristics, in any and all media, now or hereafter known, for advertising, marketing, promotional and/or recruiting purposes, both during and after their employment. Each employee waves and releases Six Flags and its agency(ies) from any claims or liability resulting from such activities. Employees understand that they will have no control over the manner of use or distribution of the materials, and hereby waive any right to inspect or approve such activities.



# Lost Children Procedures



Throughout your employment at Six Flags, you will come in contact with Guests who have lost a child somewhere in the park. You may also come across a child who has lost their parent or group. Six Flags considers a Lost Child to be a Guest age 12 and under. However, you are to assist any Guest who approaches you for assistance. The following procedure is what you are to do when faced with this situation:

## Work Location (Guest Notification):

If a Guest approaches you at your work location and advises you that they are missing a child you need to do the following:

1. Talk directly with the Guest and inform them that you are going to call security and your Department Supervisor.  
Ask the Guest to remain with you at your work location.
2. Call Security and your Supervisor. Inform them that you have a Guest who has lost a child and have them respond to your work location.
3. Go back to the Guest and inform them that Security and your Supervisor are on the way.
4. Stay with the Guest until Security or your Supervisor arrives.

## General Midway (Guest Notification):

If a Guest approaches you while you are walking to or from your work location or break area and advises you that they are missing a child you need to do the following:

1. Bring the Guest to the nearest stand that has a telephone.
2. Call Security and your Supervisor. Inform them that you have a Guest who has a lost child and have them respond to your location.
3. Stay with the Guest until your Supervisor or Security arrives and releases you.

## Work Location (Lost Child):

If you are at your work location and you come across a lost child either by seeing the child or another Guest brings the child to you, please do the following:

1. Take custody of the child.
2. Call Security and your Supervisor. Inform them that you have a lost child at your location.
3. Stay with the child until your Supervisor or Security arrives and takes custody of the child and releases you.
4. Try to see if you can help the child pick out their parent or guardian in the crowd until your Supervisor or Security arrives.

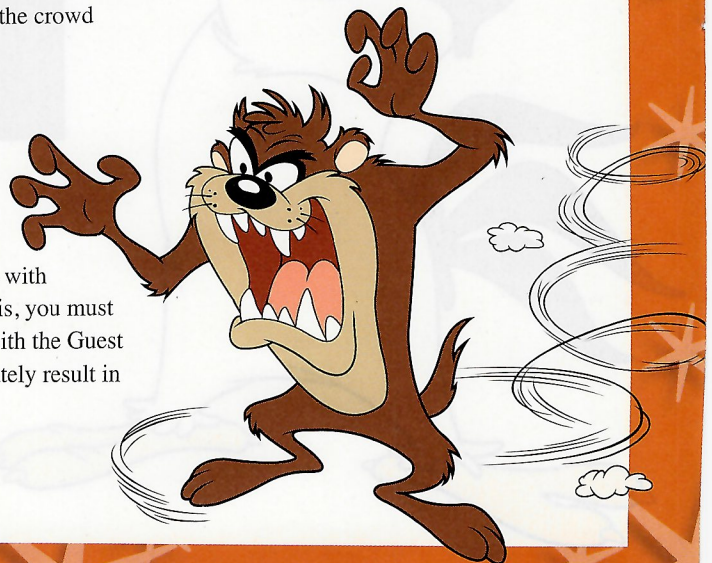
## General Midway (Lost Child):

If you are walking to or from your work location or break area and you come across a lost child either by seeing the child or another Guest brings the child to you, please do the following:

1. Take custody of the lost child and bring them to the nearest location that has a phone (try not to leave the general area where the child was found).
2. Call Security and your Supervisor. Inform them that you have a lost child and give them your exact location.
3. Stay with the child until your Supervisor or Security arrives and takes custody of the child and releases you.
4. Try to see if you can help the child pick out their parent or guardian in the crowd until your Supervisor or Security arrives.

## IMPORTANT NOTE:

In some cases when a Guest is the one who brings to your attention the lost child they may want to stay with the child until a parent is found. Some children may have bonded with the guest and may not want them to leave as well. This is okay, provided that you do not allow the guest to leave with the lost child. Even if the Guest states that they may know where the parent is, you must stay with the child at the location where you made the call from. Be polite with the Guest who wants to help and reassure them that by staying in one place will ultimately result in reuniting the lost child with the parent or guardian faster.





# Loss Prevention And Security

## Lost and Found Procedures

In the course of their duties, employees may find property that has been lost or misplaced by co-workers, guests, vendors and other visitors to Six Flags properties. All found items are to be taken to Lost and Found on the same day they are found and as soon as practical. If needed, lost and found items may be given to a supervisor or a security guard to be taken to Lost and Found. At no time may found property be used or removed from the park.

Co-workers, guests, vendors and other Six Flags visitors looking for their lost items are to be directed to Lost and Found.

If any cash is found, it is to be handled as any other lost and found item.

## Loss Prevention And Security

### WHAT IS LOSS PREVENTION?

The Loss Prevention Department's goal is to prevent loss of company assets, including cash and merchandise, and when a loss has occurred, to take steps to recover against that loss.

### LOSS PREVENTION IS A TEAM EFFORT

It is important to understand that as a member of the Six Flags team, you are an important part of the Loss Prevention program. Each Six Flags employee from the Chairman to the seasonal Host and Hostess is expected to contribute to the Loss Prevention Mission.

### WHAT IS EXPECTED OF YOU?

- Know Company policies and procedures
- Confidentially report suspicious behavior and apparent violations of Company policy
- Share your problems/concerns
- Avoid temptations

Remember, if you are not sure of what to do, you can speak directly to Loss Prevention or Human Resources.

### THE WAYS LOSSES OCCUR

#### Inventory Control

- Food spoilage
- Paperwork errors
- Broken/damaged merchandise

#### External Theft

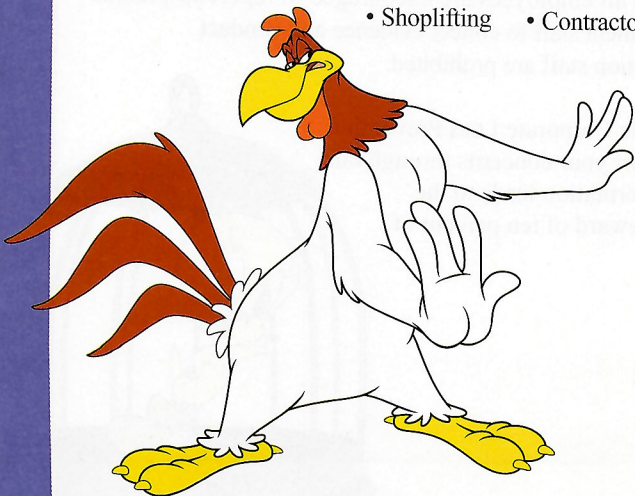
- Shoplifting
- Contractor/vendor fraud
- Counterfeiting
- Shortchanging/till tapping

#### Internal Theft

Employees are prohibited from stealing company assets.

This includes, but is not limited to, the following:

- Falsification of Company records including time sheets/records
- Theft of tools
- Theft of money
- Failure to ring up sales properly
- Misuse of supplies
- Food eaten or given away without paying
- Giving unauthorized discounts
- Theft of merchandise or other property (including property of guests, co-workers and/or the Company)
- Vandalism



# Loss Prevention And Security



## WAYS TO PREVENT LOSSES

Loss Prevention works with other departments to prevent loss in the following ways:

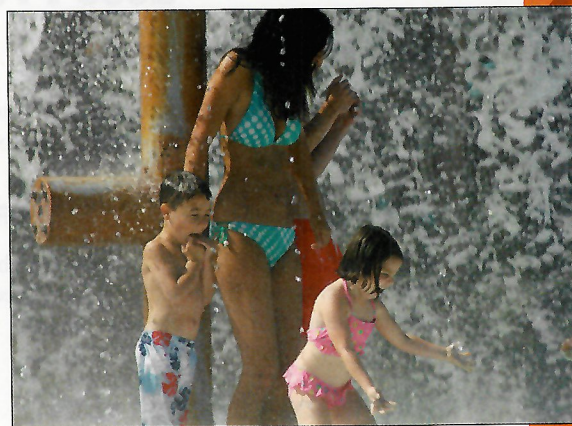
- Conduct revenue and procedural audits, reviewing current systems, controls, and procedures.
- Provide training to park management and staff in the areas of theft prevention and detection.
- Conduct pre-employment interviews, review background histories, and verify information through contacts and public record searches.
- Investigate information provided through security reports that involve theft or drugs, and lists workable leads and/or suspect information.
- Work jointly with the Accounting Department in reviewing the daily operating and over/short reports, sharing audit results and similar information, preventing loss and identifying irregularities that are found to be theft.

## METHODS

Loss Prevention has many methods of investigation at its disposal to collect information.

These methods include:

- Fixed and mobile surveillance
- Undercover Operatives (investigators acting as regular employees)
- Financial Audits
- Visible and hidden video cameras
- Procedural Audits (investigators acting as park Guests)
- Interviews with employees and witnesses



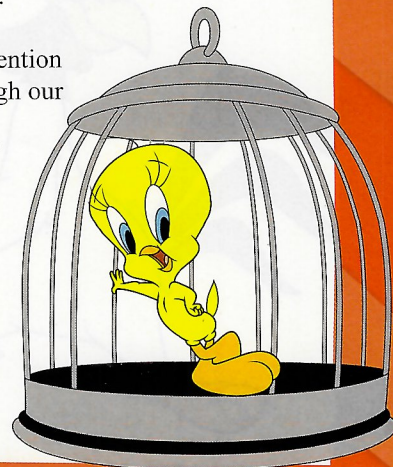
## REFERRALS

Our greatest resource is you, the individual employee. Our records indicate that the vast majority of referrals received about suspected employees are validated more than 80% of the time.

## REWARD PROGRAM

We have established a rewards program to encourage employees to report suspected theft and will reward for information once it is desreetyly and positively confirmed. While all employees are encouraged to report suspicious activity, it is the sole responsibility of the Loss Prevention Department staff to collect evidence and conduct interviews. Investigations by personnel other than the Loss Prevention staff are prohibited.

You can contact your Local Loss Prevention Department, or the Corporate Loss Prevention Department at (972) 595-5105. You may also anonymously report your concerns through our nationwide Crimestopper number at (800)-572-0480. If your information leads to the resolution of an investigation, you may be eligible to receive a reward of ten percent of the recovery up to \$1,000.





# Loss Prevention And Security

## PROSECUTION

Loss Prevention investigates all situations where loss of Company assets has occurred. After a comprehensive investigation is completed, and all of the facts and details are gathered, Loss Prevention works to recover lost assets through recovery and voluntary restitution. In cases where the Company believes that federal, state, or local laws have been violated, Loss Prevention may forward the facts to law enforcement for prosecution.

Employees who steal, aid, or abet others to steal, or who fail to report dishonesty, provide false information during an investigation, or refuse to cooperate with an investigation will be subject to disciplinary action up to termination and possible prosecution.

## HOW DO YOU BENEFIT FROM PREVENTING LOSSES

As losses are reduced, Company profits increase and Six Flags is able to expand and grow. The results are more job opportunities, hours, employee benefits, employee functions, and greater facilities for us to work in. Through the development of a Loss Prevention culture, we create a safer and more enjoyable place to work and for our Guests to visit.

## Security

Security for our staff and guests is a top priority at Six Flags. The Security Department has the responsibility to ensure and provide a secure environment for all employees and park guests. Our Security staff is well trained to handle any security-related incident or situation.

At Six Flags, Security is a “condition” and not just another program. As an employee of Six Flags, you are now a part of our Security Team and share in the responsibility to help ensure a safe and secure environment. Since security awareness is everybody’s business and responsibility, please be sure to report immediately any suspicious or unusual activity in and around our parks to your supervisor or directly to the Security Department.



# Loss Prevention And Security

## The Six Flags Guest Code Of Conduct

Six Flags' goal is to provide entertainment to guests of all ages in a fun and safe environment appropriate for children and families. To encourage all our guests to be considerate of other guests, they are required to comply with the following rules for expected guest conduct

### Behavior:

All guests are expected to behave in an appropriate family-friendly manner. Unruly, disruptive or offensive behavior, including line-jumping/holding places in line is strictly prohibited and will not be tolerated. Violations of this policy may be cause for ejection from the park without refund.

### Dress Code:

In keeping with our family-friendly atmosphere, and for health and safety reasons, Six Flags strictly enforces a dress code. Proper attire must be worn in the park at all time, including shirts and appropriate footwear. Clothing with rude, vulgar or offensive language or graphics is not permitted at any time (shirts cannot be turned inside out as a solution). Bathing suits may be worn only in water park areas. Park admission may be denied if clothing is deemed by management to be inappropriate.

### Language:

Guests using profanity or abusive language, symbols or gestures may be ejected from the park without refund.

### Park Policy Compliance:

Guest safety is our top priority. In addition to the Six Flags Guest Code of Conduct, guests are required to comply with all local, state and federal laws as well as individual park policies, rules and instructions posted or otherwise listed.

## Security And Non-Discrimination

Six Flags maintains a policy of non-discrimination, the spirit of which is fully supported in the corporate security policy and by the security functions at all Company properties. Accordingly, no aspect of the security policy shall be implemented, and no park security functions shall be performed, in a manner that is discriminatory based on race, national origin, religion, sex, age, sexual orientation or any other characteristic protected by law. In particular, the race or ethnicity of a guest or would-be guest does not play a role in decisions with respect to access, security screening, entry, denial of entry or expulsion. Violation of this policy will result in disciplinary action, which may include termination of employment.





# Electronic Information

## E-MAIL AND INTERNET POLICY

While e-mail and the internet have become increasingly important tools for conducting business, their improper use can result in liability to both employees and the Company. We have therefore instituted the following policy and guidelines regulating both e-mail and internet use accessed on or from the Company's premises; accessed using computer equipment provided by the Company (such as a notebook computer); accessed using Company-paid access methods; and/or accessed in a manner that identifies the employee with the Company, whether or not during normal working hours and whether on or off-site.

The Company e-mail and internet systems are reserved solely for the conduct of Company business. They may not be used for personal or non-job-related reasons.

### E-MAIL

All e-mail communications within the Company's system and through the internet are the property of the Company.

Email should not be used for confidential messages since privacy cannot be assured. No message should be sent using e-mail that you would not be comfortable writing in a hard copy document. Employees are prohibited from knowingly transmitting, retrieving or storing any communication of a discriminatory, defamatory, obscene, threatening or harassing nature.

Employees may not use e-mail to disclose confidential or proprietary information about or belonging to the Company, or for any other purpose that is illegal, against Company policy or contrary to the Company's interest.

In keeping with the Company's No Solicitation Policy, e-mail may not be used for the distribution of any literature, petitions or surveys, fund-raising or requesting of support for any charitable, religious, political or other cause, or for the sale of merchandise or raffle tickets.

Employees may not send e-mail or other electronic communication that attempts to hide or to misrepresent the identity of the sender. Use of any employee's e-mail account by any person who is not a Company employee is prohibited. No employee should allow any visitor, whether friend, family member, customer or vendor, to use the employee's e-mail address to send a message.

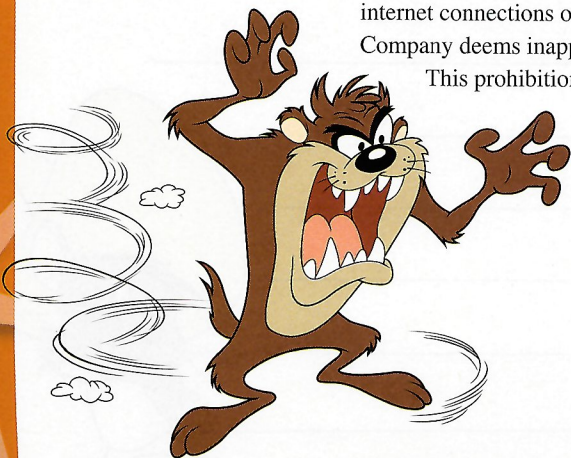
### INTERNET

The internet can be an extremely valuable resource and research tool. However, it may contain unreliable, outdated or incorrect information. Employees should not rely on information obtained from the internet without verifying its accuracy with independent sources.

### INAPPROPRIATE CONTENT

Some internet sites and emails contain visual, written and/or audio material which is inappropriate for a business setting. Employees may not use Company computer equipment, internet connections or email accounts to receive, access, create or distribute material which the Company deems inappropriate and/or contrary to its policies and procedures.

This prohibition also applies to personal computer equipment under Company jurisdiction.





# Notes for my Job





# EMERGENCY HOTLINE



## DIAL



# Safety by Design



**Be observant and take action to ensure a safe environment for our Guests and each other.**

## Safety

Safety is everyone's responsibility. Ensuring that our Guests have a safe and fun-filled visit to the park is a vital part of our jobs here at Six Flags. Here are a few guidelines that will assist in keeping our Guests safe:

- **ALWAYS PRACTICE GOOD HOUSEKEEPING DURING WORK HOURS.** Pick up trash, eliminate water from pathways, clean up spills immediately to prevent slip and fall injuries.
- **ASK GUESTS TO REFRAIN FROM ACTING IN AN UNSAFE MANNER.** If a Guest is observed violating a safety policy or acting in an unsafe manner, ask them to stop and/or contact Security to handle.
- **CONDUCT REGULAR INSPECTIONS.** This will ensure that your immediate work area is safe for both our Guests and your fellow employees.
- **REPORT UNSAFE CONDITIONS.** Notify your Supervisor or a Safety Representative about any unsafe conditions so that the appropriate corrective action can be taken to eliminate the hazard.
- **ASSIST IN INCIDENT INVESTIGATION.** Cooperate with the Safety Representative conducting the investigation to assure all pertinent information is gathered.

## First Aid

- First Aid is available during all park operating hours and may be available during some non-operating hours. Guests and employees may temporarily store medications at the First Aid Station.
- First Aid does not rent or loan wheelchairs.
- Used syringes and needles should be disposed of properly at the First Aid Station.

## Injury Prevention

An important part of ensuring our safety and that of our Guests and fellow Team Members is being able to prevent injuries. The following are key factors in injury prevention:

- Never perform a task without the proper training and equipment.
- Always wear appropriate Personal Protective Equipment.
- Be alert and be aware of what you are doing at all times.
- Follow all Company Health and Safety procedures.
- Look for unsafe conditions/acts and report them immediately.
- Obey all warning and danger signs and tags.
- Work carefully and at a safe pace.





# Safety by Design

Clean up spills and trash immediately before they create an injury.

Never indulge in horseplay or practical jokes.

Use common sense.

Use designated walkways.

Never block gates or other emergency access points.

Never cross railroad tracks when train is approaching or if warning devices (bells, lights or crossing arms) are activated.

Never enter restricted areas. This includes secured/fenced ride and attractions areas.

**If a Guest or employee is observed in these areas while a ride is operating, shut down the attraction immediately and then notify Security and Operations.**

## In Case Of Illness/Injury Of A Guest Or Employee

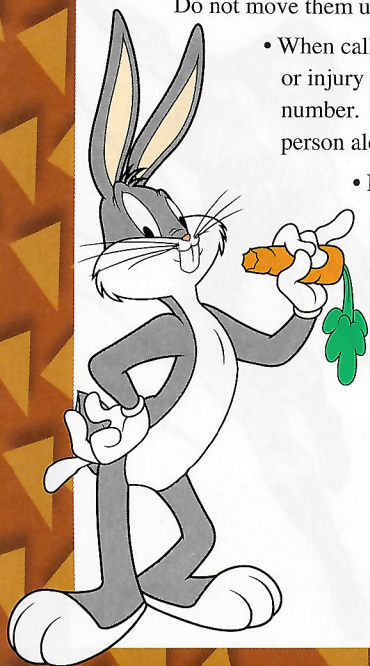
We want you to be safe and healthy at work. If you are injured while at work, our First Aid personnel and the Safety Department will do their best to assist in your recovery and return to work as quickly as possible. In the event you cannot perform your regular job duties, you may be placed temporarily on alternate job function or restricted duty. If you cannot work, you must keep in frequent contact with the Safety Department so that we can manage your case effectively and assist in your quick return to your work location.

- All injuries must be reported to First Aid immediately after they occur. Waiting to report an injury and waiting to receive treatment for that injury not only jeopardizes your health, it may also affect your benefits under Workers' Compensation. Even a minor scratch can become a problem if not properly cared for. No injury is considered too minor to be reported and checked by First Aid. Failure to report an injury immediately could result in disciplinary action.

- You may be required to complete a report detailing how the injury occurred.
- Ask the injured party if they need assistance.
- Find out what happened.
- If they can walk without difficulty or aggravation of the illness or injury, offer to escort the person to First Aid.
- Never allow a person complaining of neck or back pain or injury to move or walk. Call Security for assistance.
- If they cannot walk to First Aid without difficulty or aggravation of the illness or injury, call Security for assistance. Do not move them unless they are in danger by remaining where they are.

- When calling Security for assistance, give the dispatcher the exact location of the person, the person's illness or injury complaint, and any additional information that may assist the responder and your name, and phone number. Have an employee stay with the person while you make the call. If possible, never leave the injured person alone.

- If they refuse assistance, give them directions to First Aid in case they later change their mind.
- In all cases, notify your Supervisor and Security. Complete an Incident Report immediately.
- Only trained and authorized personnel should administer CPR or First Aid. Security, First Aid and Safety will respond immediately when they are called and you are asked to support and aid the responders as directed.



# Safety by Design

## After The Incident

- Always report the incident to your supervisor.
- Complete an Incident Report (obtained through your supervisor).
- Remember that anyone with questions regarding the incident, including questions from media personnel, should be directed to Guest Relations.

## Incident Investigation

It's important to investigate all incidents and near misses to determine the cause and prevent future occurrences. The Safety Department is instrumental in ensuring that an investigation is conducted. In order to assist the Safety Department with an investigation, always provide the necessary statements to the Safety Representative regarding an incident when requested.

If a Guest approaches you with information about an incident, always get their name and phone number if they are willing to give it. This information may assist in the investigation. If they are willing to wait, the Park Safety Representative should be contacted to meet with the Guest witness directly. If the Guest will not wait, immediately notify Safety and your Supervisor to provide them with any information the Guest may have told you.

## Slips And Falls

The most common type of on-the-job injury results from falls. Yet almost all falls can be prevented by using common sense and learning how to recognize and correct typical fall hazards. The following is a checklist to help prevent slip and trip injuries:

- Look before you walk; make sure your pathway is clear of hazards or obstacles.
- Clean up all spills immediately.
- If you see anything on the floor, in a walkway or pathway, (paper, trash, food, etc.) pick it up immediately.
- Report and direct Guests and employees around unsafe conditions - ice, water puddles, potholes - until the problem can be corrected or blocked off.
- Report worn, loose, uneven or broken walkway surfaces or flooring materials to your Supervisor immediately.
- Make sure walkways are well lit and report any burned out lights.
- Position cords and wires out of areas where people walk.
- Always use a stepladder for overhead reaching.
- Walk at all times - never run. Always politely ask Guests to walk.





# Safety by Design

## Training Policies

As employees of Six Flags and our Six Flags Family of Parks, you will be trained to perform your duties safely. Your Department will ensure that general task-specific safety training is provided to you initially when hired, and regularly during employment as required. The following are some ways that we do so:

- Handbooks
- Park Orientation
- Department Orientations
- Six Flags Safety Training
- Departmental Certifications
- Vehicle Operating Permits

## Specialized Safety Training Programs

- Forklift Training and Testing
- Lockout/Tag Out Procedures
- Fall Protection
- Confined Space
- Safe Handling of High Pressure Cylinders
- Restricted Area Procedures

If you have any questions, please contact your supervisor or the park's safety department as soon as possible. Don't let a safety question go unanswered.

**REMEMBER - No task or job should be performed without the proper training and equipment. If you are unsure about performance requirements, be sure to contact your Supervisor.**

**Remember, every employee is responsible for the safety of themselves and others.**

## Discipline Policy

Discipline is a reality in any business. It is extremely important for Six Flags to take specific disciplinary action when an employee fails to comply with safety and health rules, instructions, or practices.

Disciplinary action may, at the Company's sole discretion, include oral warnings, written warnings, suspensions, or other actions, up to and including immediate termination, depending on the offense and the circumstances. The specific disciplinary action taken after a safety violation is outlined in Department Standard Operating Procedures, Health and Safety Programs and this Employee Handbook.





## Evacuation Procedures

Some emergency situations may require that a location or area of the park be evacuated. Fire, earthquake, power outages, etc. might put you in a position of determining how best to assist Guests and employees in your area at the time of an emergency. The park has an Emergency Response Manual designed for use by park management in crisis situations. In each emergency situation (fire, earthquake, flood, etc.) the lives and safety of our employees and Guests is our top priority. The following is our policy to help you decide how to react.

As soon as possible depending on the type of emergency, instructions will be given to your Supervisor concerning what specific actions should be taken. If it is possible to wait for these instructions before taking action, then do so.

There may be emergencies, however, that require immediate decisions from you and your co-workers in order to ensure your safety and the safety of our Guests. Please consider the following in making your decisions:

- Your primary concern is for the safety of yourself, your fellow employees and the Guests. Concern for property is secondary.
  - You may receive specific training for your location.
  - You must remain in control, confident and reassuring when working with the Guests in an emergency.
  - Any building or area that seems unsafe for any reason should be calmly evacuated of all employees and Guests. Unsafe conditions include fire, excessive water, unstable conditions, etc.
  - Check the condition of the area outside the exit door before directing Guests out of the door. Make sure nothing has fallen in the path of the door that could harm those exiting.
  - If the lights have gone off, use your voice and a flashlight to direct Guests toward the nearest exit.
  - Carefully and calmly direct Guests to park common areas if it is safe, or, if necessary for safety, into a backstage area.
  - Once the location has been evacuated, employees should meet at their pre-designated meeting areas for roll call and to receive emergency information when it becomes available.
  - Do not leave the evacuation site until instructed to do so by a Supervisor unless the area becomes unsafe. Your Supervisor will need to account for you and this can only be accomplished by your staying in one spot.
  - NEVER leave the meeting area of the park until you have been instructed by your Supervisor that it is safe to do so.
- If necessary the park will release you to go home after an emergency as soon as everyone has been accounted for and it is safe to let you leave.

## Vehicle Safety

Vehicles are a vital part of the operations here at the park. We operate everything from pick-up trucks and Cushman-type vehicles to forklifts, tugs and aerial work-platforms. This equipment can help us perform our jobs efficiently and safely, provided the operator follows the established safety rules, uses common sense and always practices good driving habits. Vehicle operators must ensure that they adhere to the following procedures:

- Only operate those vehicles that you have been trained and authorized to operate.
- You must have a valid state driver's license, be at least 18 years old, and have a current Vehicle Operating Permit (VOP) to drive a Company vehicle on/off park property. Additional training and certifications are required for other vehicles (such as forklifts, trams and aerial work-platforms).





# Safety by Design

- Never operate a vehicle in an unsafe or reckless manner. This can cause injury to you, your fellow employees and our Guests.
- Always obey the "rules of the road".
- Traffic signs are present to control traffic and protect pedestrians from harm. Failing to stop at a posted/marked STOP sign is a violation of policy.



- Always report vehicle accidents to your Supervisor and Security whether or not damage and/or injuries occur. Failure to report accidents may result in termination. Always report "unsafe driving" of others to your Supervisor and Security.

- Never operate unsafe equipment. Report any unsafe condition to your Supervisor so that the problem can be resolved as quickly as possible. Faulty equipment should not be used until it is repaired.

- Always watch out for pedestrians. Be aware of your surroundings to assure the safety of others. Pedestrians also have the responsibility to stay clear of moving traffic. Always walk to work locations in small groups if possible and stay out of the direct path of vehicles.

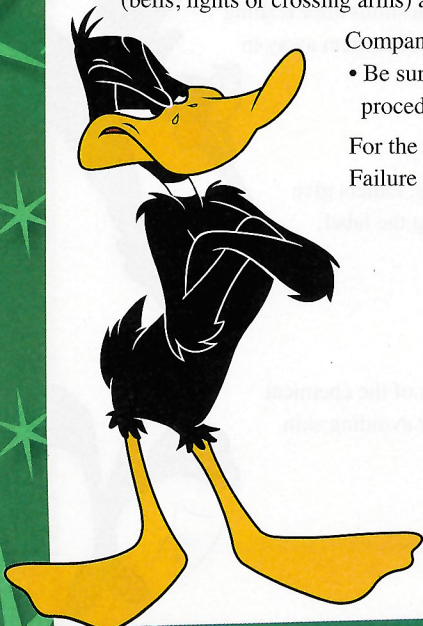
- If the vehicle you are operating has seat belts, you are required to wear them. Seat belts save lives. When riding as a passenger in the back of a park truck or van, you must remain seated at all times. Sitting on the hood or on a wheel well is never allowed.
- Never interfere with the park ambulance. If you see it approaching your vehicle, pull over to the right of the road and stop, allowing it to pass.
- Never speed! Nothing is so important to put your safety and the safety of others at risk. Drive slow and use caution.
- Never park in designated fire lanes. Doing so is grounds for disciplinary action. Fire lanes include all roadways which enter "on stage" areas.
- Park your Company and personal vehicles in designated parking spaces only. Never park in 'NO PARKING' zones or at the ends of rows in the employee parking lots.
- All employees who operate a motorcycle, scooter, moped or bicycle on park property are required to wear an approved helmet. Wearing a helmet properly will protect an operator from a serious head injury in the event of an incident. Check with your Supervisor for more details on this policy.
- Never block gates or other emergency access points.
- Stop and check both ways before crossing. Never cross railroad tracks when the train is approaching or if warning devices (bells, lights or crossing arms) are activated.

Company vehicles may not be operated by non-employees.

- Be sure to comply with the directions of vehicle operators and any park specific vehicle safety procedures or rules.

For the safety of everyone, all driving regulations must be observed while on park property.

Failure to observe park driving rules may result in disciplinary action not excluding termination.





## Hazardous Communication Program/Employee Right To Know

In compliance with the Occupational Safety and Health Administration (OSHA) Hazard Communication Act and ANSI Z400.1, Six Flags has designed a Hazard Communication Program with your health and safety in mind. The best way to protect your health and safety is to know about each chemical you are exposed to while at work. Hazard Communication/Employee Right to Know is the government act which states that information regarding physical and health hazards associated with the use of chemicals in the workplace be given to Team Members so that they may protect themselves against potential exposure. Every Team Member will receive training on hazard communication. Six Flags has a written policy on hazard communication and an updated inventory of hazardous chemicals on site.

## Material Safety Data Sheet (SDS)

A Material Safety Data Sheet (SDS) is on file for every hazardous chemical in your work area. The SDS informs you of everything you need to know to work safely with chemicals. The SDS tells you how to use, handle, and store the chemical safely. Each SDS may look a little different, but all give you the same basic information. The sections of the SDS include:

- Section 1- Identification
- Section 2- Hazard(s) identification
- Section 3- Composition/Information on Ingredients
- Section 4- First-aid Measures
- Section 5- Fire-fighting Measures
- Section 6- Accidental Release Measures
- Section 7- Handling and Storage
- Section 8- Exposure Controls and /Personal Protection
- Section 9- Physical and Chemical Properties
- Section 10- Stability and Reactivity
- Section 11- Toxicological Information
- Section 12- Ecological Information
- Section 13- Disposal Consideration
- Section 14- Transport Information
- Section 15- Regulatory Information
- Section 16- Other information including date of preparation of last revision

SDS files are located in First Aid and in your Department office. If you have any specific questions after reading the SDS, you can check with your Supervisor. NOTE: Do not leave any chemicals unattended. Put them away in their proper place.

## Warnings

Always check the warning label before handling any chemical. All labels list basic warnings. Others give more detailed precautions. If you have any questions about a hazardous chemical after reading the label, you can check the SDS.

### BASIC WARNINGS

The warning label lists the chemical name, hazardous ingredients, and the name and address of the chemical manufacturer. It also lists hazard warnings, such as keeping the chemical away from flames or avoiding skin contact. Never mix chemicals together.





# Safety by Design

## FIRST AID

The label may explain what to do if you splash the chemical in your eyes or on your skin. You may need to flush your eyes at an eyewash station for 20 minutes or flood contaminated skin in an emergency shower.

## FIRE

The label may tell you what to use to put out an accidental fire. There are many different types of fire extinguishers, including: water, foam, dry chemical, and carbon dioxide. Using the wrong one can spread the fire rather than put it out, so be sure you check the warning label.

## NON-LABELED CONTAINERS

If a container doesn't have a warning label, don't handle or use the chemical until you know what it is and how to use it. Report to your Supervisor, who can find out what the chemical is and provide a warning label if the chemical is hazardous.

## SPILLS

There may be a section on how to handle spills. For any spill, contact your Supervisor right away and put out any source of nearby flame. You may need to wear personal protective equipment to clean up a spill.

## HANDLING AND STORAGE

The label may list personal protective equipment, such as gloves, safety goggles, or a respirator, that you need to handle the chemical safely. The chemical may also need to be stored with extra ventilation, away from other chemicals or in special cabinets.

## DISPOSAL

Treat empty containers as if they're full, and don't refill them with anything else! Empty containers can be hazardous, since they often hold residues that can burn or explode. Follow the label and Company policy on how to dispose of empty containers.

## TRANSFER CONTAINERS

If you move a chemical from its primary container to a new one, be sure your transfer container is labeled properly. Then your co-workers will know how to handle it safely, too.

## TORN LABELS

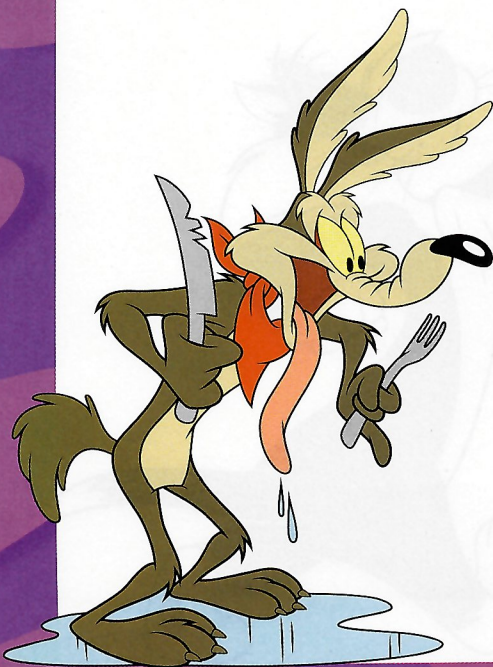
If a label is torn, damaged, or misplaced, ask your Supervisor to replace it. Remember, the only way you can handle a chemical safely is if you know what it is and how to use it safely.

## Protective Equipment

If the label and/or SDS recommends the use of Personal Protective Equipment (gloves, safety glasses, aprons) for safe handling, contact your Supervisor or a Safety Representative to obtain the proper equipment.

A Few Tips to Follow:

1. **READ THE LABEL** on the container - if you are not familiar with the product, do not use and contact your Supervisor.
2. **DO NOT MIX CHEMICALS.** This can be very dangerous. Use the product only as instructed on the label.



# Safety by Design



3. DO NOT transfer chemicals into a non-labeled container or non-approved container.
4. DO NOT spray chemicals on others. This action can cause serious eye or skin damage.
5. BE CAREFUL not to splash chemicals.
6. DO NOT dump chemicals down the drain, on the ground, or dispose of them in any other way than what is listed on the SDS.
7. DO NOT USE UNLABELED CHEMICALS - report it to your Supervisor.
8. NEVER use a chemical for any purpose other than that for which it is designed and approved.

## In Case Of Mechanical Failure

- Call your Supervisors and report the nature of the difficulty, your name, and your specific location.
- Be aware of potential safety hazards.

## In Case Of Severe Weather

- You may receive location specific training.
- Assist in getting Guests to shelter.
- Secure your operation.
- Keep doorways and pathways clear.
- Keep Guests away from windows.

## Safe Lifting

As you perform your job at Six Flags, it is likely that you will be required to lift, move or carry objects on a regular basis. It's important to do this as safely as possible. Statistics indicate that back injuries are one of the most common and painful type of industrial injuries in the U.S. Handling materials properly will help ensure that you do not injure yourself on the job. Follow the guidelines listed below to avoid injuries:

- Always practice proper lifting techniques.
- Place one foot alongside and the other foot behind the object to be lifted.
- Squat down, keeping your back straight and firmly grasp the object.
- Bring the object close to you and lift slowly by straightening your legs.
- Loads that weigh over 51 lbs. require assistance from co-workers and/or the use of a mechanical device.
- Never twist your back or upper torso while lifting or carrying an object.  
Use your leg muscles.
- When in doubt, get help!
- Never try to recover a dropped load. Let it fall and stay clear of it.
- Use a back support belt when required.





## Ladder Safety

You may be asked to use a ladder at some time during your employment. Following these guidelines will ensure your safety when working with ladders or stepladders:

- Before climbing a stepladder, make sure that the spreaders are functional and locked into place.
- Before climbing check for broken or cracked rungs and make sure it is equipped with non-skid feet.
- Always make sure that the ladder has been placed in a stable position on level ground and firm surface.
- Have another employee with you if you intend to climb. They can stabilize the ladder that you are on.
- Never climb past the second rung from the top.
- Face the ladder when going up or down.
- Never place anything on top of a ladder.
- Never use a stepladder as a straight ladder. It must be opened fully.
- If the ladder is positioned in a doorway or walkway, have someone block the entrance to ensure your safety.
- Always use a ladder for climbing or reaching high places. Never stand on makeshift items: boxes, chairs, etc.

## Health Issues

### BLOOD BORNE PATHOGEN EXPOSURE CONTROL PLAN

Blood borne pathogens are microorganisms present in blood that have the ability to cause blood borne diseases in human beings. The two most prevalent blood borne diseases in the United States are Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV). Those contracting HIV may develop Acquired Immunodeficiency Syndrome (AIDS). Both of these diseases can be deadly.

We all try to perform our jobs as safely as possible, however, as we all know, accidents can still occur. We occasionally experience "cuts and scrapes" that seem to accompany everyday work activities. Some employees, such as Security Officers, are required to assist injured Guests and fellow employees (who may be bleeding) as part of their job functions. All of the situations have the potential to cause exposure to blood and other human bodily fluids that may be infected with blood borne pathogens. The government has enacted regulations to ensure that all occupational settings (where exposure may exist), do as much as possible to guard against infection from various blood borne diseases.

Six Flags has developed and implemented procedures designed to prevent occupational exposure to potentially hazardous blood borne pathogens. A Bloodborne Pathogens Exposure Control Plan has been written outlining our procedures. The most important thing that each of us can do to prevent accidental exposure to blood borne diseases is to always practice **UNIVERSAL PRECAUTIONS**. This means that we should approach all human blood and other bodily fluids as though they are contaminated with blood borne pathogens. Personal Protective Equipment, such as latex gloves, safety glasses, etc. will be provided to employees at risk for occupational exposure. Employees are required to wear personal protective equipment whenever they are at risk. For example, if you are required to cleanup (vomit) and if blood is visibly present within the vomit, you must then treat it as if it were contaminated and wear the gloves and appropriate personal protective equipment during cleanup in order to protect yourself from potential exposure.

Another way to prevent infection from blood borne diseases is to remember to wash your hands thoroughly with soap and hot water immediately after exposure. Should any employee feel that he or she has been exposed to any potentially infectious material, he/she must report to First Aid immediately so that the proper treatment can be administered as quickly as possible. Vaccines do exist that may prevent infection from the Hepatitis B virus. Unfortunately, there is no vaccine for the HIV virus at this time.

Guests or employees using syringes and needles to administer their medications should go to First Aid to properly dispose of these into specifically designed and labeled "sharp containers". Remember, how you deal with a situation involving blood and bodily fluids will determine whether you will be at risk of contracting a bloodborne disease. Be smart, be safe and always use **UNIVERSAL PRECAUTIONS**. Your departmental training Supervisor and the Safety Department can provide you with additional information regarding this subject.





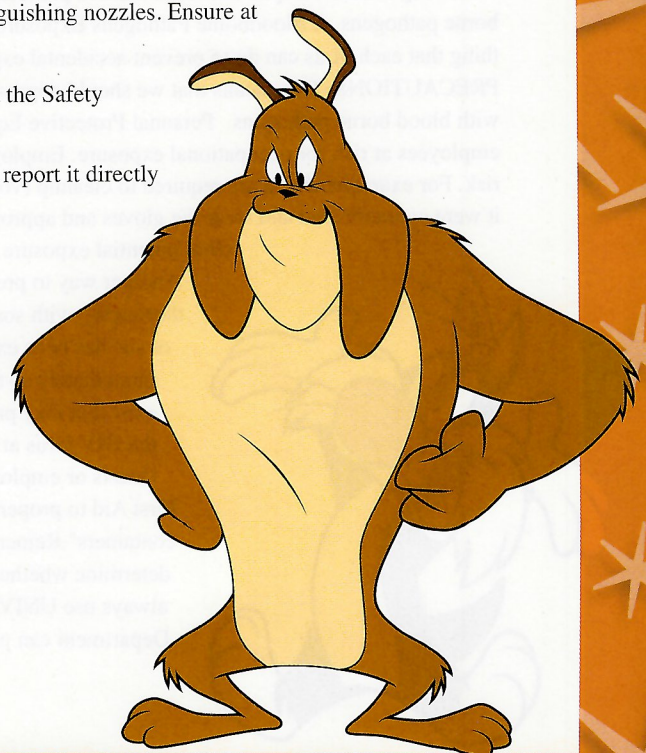
## Fire Prevention

Fire can be one of the most devastating of all industrial emergencies. Each year, accidental fires in the workplace cost thousands of people their livelihoods - and, for thousands more - their lives. Perhaps the saddest fact of all is that most of these fires could have been prevented. By recognizing fire hazards and learning how to correct them, you can help prevent fires and save lives. Six Flags is in compliance with outside agencies in placing fire protection systems and extinguishers at park facilities.

Fires can be caused by a variety of hazards including unprotected or faulty equipment, unsafe storage of combustible materials, inadequate ventilation, failure to follow established safety guidelines (such as smoking in restricted areas), inattention, and human error. Fortunately, most of these fire hazards can be recognized (and corrected) by knowing proper safety procedures and keeping alert to potentially dangerous situations.

You can help prevent fires by being able to recognize fire hazards. Follow the examples below and help keep the park safe.

- Keep work area clean and free of trash and debris.
- Make sure trash cans and bins are emptied regularly.
- Remove trash promptly. Accumulated trash is an ideal fuel source for fire.
- Keep areas around trash cans clean.
- Keep fire exits and escape routes clear and well marked.
- Know where the fire extinguishers are located in your work location and how to use them.
- Never overload electrical circuits.
- Extension cords should be used only temporarily. Have permanent plugs installed if necessary. Notify your Supervisor if this needs to be done.
- Store and dispose of flammable materials properly. Make sure flammables are clearly labeled and kept away from heat sources.
- "No Smoking" area means just that - no smoking or open flames allowed.
- Be familiar with the location of all exits in any area where you work.
- Never stack or store material so it will block sprinkler heads or extinguishing nozzles. Ensure at least an 18" clearance.
- If you observe a possible fire hazard, report it to your Supervisor and the Safety Department.
- If you feel the hazard is serious and your Supervisor is not available, report it directly to Security.





# Safety by Design

## In Case Of Fire

In the unlikely event of a fire, call Security immediately. Give the location and the extent of the fire. Stay calm and move the Guests away from the area. Do not do anything that places you in danger. Fire extinguishers are available in all areas for use on small fires. Know their locations and how to use them.

1. Your safety and the safety of your fellow employees and Guests comes first. Concerns for property are always secondary.
2. If you are in any doubt about the seriousness of any fire, evacuate the building immediately. Never take chances with this decision. A small fire can become out of control very quickly.
3. If it is safe to do so, use the proper fire extinguisher. No efforts to extinguish the fire should be made unless the fire is small and confinable. If you must use a fire extinguisher, make sure you report this to your Supervisor so that a new extinguisher can be obtained.
4. Notify your Supervisor as soon as it is possible to do so.

## Types Of Fire Extinguishers

Fire Extinguishers are labeled according to the types of fires they are designed to extinguish.

- |                          |  |
|--------------------------|--|
| A. Ordinary Combustibles | Fires in paper, wood, drapes and upholstery require an extinguisher labeled A=Ash  |
| B. Flammable Liquids     | Fires in fuel, oil, gasoline, paint, greases in a frying pan, solvents and other flammable liquids require an extinguisher labeled B=Boiling |
| C. Electrical Equipment  | Fires started in wiring, overheated fuse boxes, conductors, and other electrical sources require an extinguisher labeled C=Current           |
| D. Class K               | Class K fires are fires in cooking oils and greases such as animals fats and vegetable fats"   |

An extinguisher labeled Type ABC is effective on all the fires listed above. Your extinguisher must fit the type of fire you are fighting and could actually make the fire worse if it is not the proper type. It is particularly dangerous to use an A type extinguisher on a grease or electrical fire.

## When To Use An Extinguisher

Fight the fire only if all of the following are true:

- Everyone has left or is leaving the building.
- The fire is small and confined to the immediate areas where it started (wastebasket, appliance, etc.).
- You can fight the fire with your back to a safe escape route.
- Your extinguisher is rated for the type of fire you are fighting, and is in good working order.
- You have had training in the use of extinguishers and are confident that you can operate an extinguisher effectively.



# Safety by Design



You can help prevent fires by being able to recognize fire hazards. Follow the examples below and help keep the park safe.

- Always keep electrical panel boxes (circuit breaker) and fire extinguishers clear of any storage (at least 3' clearance in all directions).



- Never tamper with fire extinguishers, fire alarms, fire detector or other safety equipment.
- Keep aisles, halls, stairways and doors unobstructed.
- Never leave coffee makers or appliances "on" overnight.
- Report suspected fire hazards to your Supervisor immediately.
- Always keep pressurized cylinders or CO2 tanks, etc. chained in the upright position.
- Never stack boxes closer than 18 inches to any sprinkler head.

- Know where the fire extinguishers are in your work area.
- Report broken seals on fire extinguishers.
- Never tamper with fire extinguishers.

If you have the slightest doubt about whether or not to fight the fire, DON'T.

Instead, get out, closing the door behind you.





# Safety by Design

## How To Use A Fire Extinguisher

If you do decide to fight the fire, follow the rules of P.A.S.S. - it will help you remember how to use the extinguisher properly. The rules are simple:

1. **PULL** Pull the pin. Some units require the releasing of a lock latch, pressing a puncture lever, inversion, or other motion.
2. **AIM** Aim the extinguisher nozzle (horn or hose) at the base of the fire.
3. **SQUEEZE** Squeeze or press the handle.
4. **SWEEP** Sweep from side to side at the base of the fire. Watch for reflash. Discharge the entire contents of the extinguisher.

Most portable extinguishers work according to these directions but some do not. Read and follow the directions on your extinguisher. Be alert for the flare-up. If you are unsure about the location or use of your extinguisher, ask your Supervisor.



## Tips For Personal Safety

There are a few personal safety tips you should keep in mind:

- Be familiar with your surroundings. Get to know the park and the best routes to and from your workplace. Don't take shortcuts through areas that are closed or not intended for foot traffic.
- Only go into areas that you are authorized to enter. This is especially true if an area is closed and not staffed. If you see a guest in an area that is closed or off limits to park guests, you should politely ask them to leave the area. This also applies to park employees if they are not authorized to be in your work area. If a guest or employee will not comply with your request, promptly contact Security.
- Don't give out your full name or phone number to park guests. If a guest indicates that he or she needs this information to contact your supervisor, offer to contact your supervisor at that time for the guest.
- Security is only a phone call away when assistance or an escort is needed. If you have requested an escort, please do not leave the area before your escort arrives.
- If you are planning to run errands, etc. after work, it would be good to inform someone at home. This way they will know when you are expected home and they will not need to contact your department.
- While we operate the safest rides in the industry, they can be unforgiving if you are not trained in their operation or if you are in an unauthorized area while the rides are operating. Think safety at all times and don't be in an area that you're not authorized to be in.





# Safety by Design

## Armed or Active Assailant

Outside of Six Flags many incidents have been avoided annually because of the national If You See Something Say Something campaign. At Six Flags we have adopted See Something Say Something into our daily operations. Six Flags promotes that all team members proactively participate in our See Something Say Something.

Although statistically rare if you find yourself confronted with an Armed or Active assailant situation Six Flags is dedicated to ensure our team members have practical information that will directly benefit all of our team members. At Six Flags we have adopted the same principles the Department of Homeland Security teach and promote, which is to RUN, HIDE or FIGHT.

RUN and escape, if possible.

- Getting away from the armed or active assailant is the top priority.
- Actively create as much space as possible.
- Leave your belongings behind and get away.
- Help others escape, if possible, but evacuate regardless of whether others agree to follow.
- Warn and prevent individuals from entering an area where the active shooter may be.
- Call emergency line or 911 when you are safe, and describe shooter, location, and weapons.

HIDE, if escape is not possible.

- Get out of the shooter's view and stay very quiet.
- Silence all electronic devices and make sure they will not vibrate.
- Lock and block doors, close blinds, and turn off lights.
- Do not hide in groups- spread out along walls or hide separately to make it more difficult for the shooter.
- Try to communicate with police silently. Use text message or social media to tag your location, or put a sign in a window.
- Stay in place until law enforcement gives you the all clear.
- Your hiding place should be out of the shooter's view and provide protection if shots are fired in your direction.

FIGHT as an absolute last resort.

- Commit to your actions and act as aggressively as possible against the shooter.
- Recruit others to ambush the shooter with makeshift weapons like chairs, fire extinguishers, scissors, books, etc.
- Be prepared to cause severe or lethal injury to the shooter.
- Throw items and improvise weapons to distract and disarm the shooter.

AFTER

- Keep hands visible and empty.
- Know that law enforcement's first task is to end the incident, and they may have to pass injured along the way.
- Officers may be armed with rifles, shotguns, and/or handguns and may use pepper spray or tear gas to control the situation.
- Officers will shout commands and may push individuals to the ground for their safety.
- Follow law enforcement instructions and evacuate in the direction they come from, unless otherwise instructed.
- Take care of yourself first, and then you may be able to help the wounded before first responders arrive.
- If the injured are in immediate danger, help get them to safety.
- While you wait for first responders to arrive, provide first aid. Apply direct pressure to wounded areas and use tourniquets if you have been trained to do so.
- Turn wounded people onto their sides if they are unconscious and keep them warm.
- Consider seeking professional help for you and your family to cope with the long-term effects of the trauma

# Restricted Area Access



## Restricted Area Access General Training

At Six Flags only trained and authorized employees may enter restricted areas under specific conditions. All other employees must be trained to recognize restricted areas and restricted area locations; however they are not authorized to enter these areas at any time. This training is designed to eliminate the potential for injury to our employees.

### What is a Ride Restricted Area, Ride Perimeter, Danger Zone?

**Ride Perimeter**-The boundary that encompasses the entire footprint of a ride. The boundary fencing must at a minimum meet ASTM standards (defined as a fence or barricade that is 42" tall and meets the 4" ball requirement), have gate(s) with lock/keys, and have appropriate safety signage posted. The area inside is designated as restricted and unauthorized personnel are not permitted.

**Ride Restricted Area**- Area inside the ride perimeter which includes all areas under, adjacent and surrounding all components of a ride. The area is designated off limits to personnel without proper authorization (and/or training). This excludes the ride station, lift, entrance, and exit walkways. Unauthorized personnel are not permitted.

**Danger Zone**- Designated area (predetermined clearance envelope surrounding all moving parts of a ride including low points) inside the ride restricted area that is off limits without a permit. This area must be secured by a fence/barrier that at a minimum meets ASTM standards, have gate(s) with lock/keys, and have appropriate safety signage posted. Authorized employees must be trained on proper safety protocols including lock out procedures to enter the area. Unauthorized personnel are not permitted.

### What areas are deemed restricted at Six Flags?

These areas include but are not limited to:

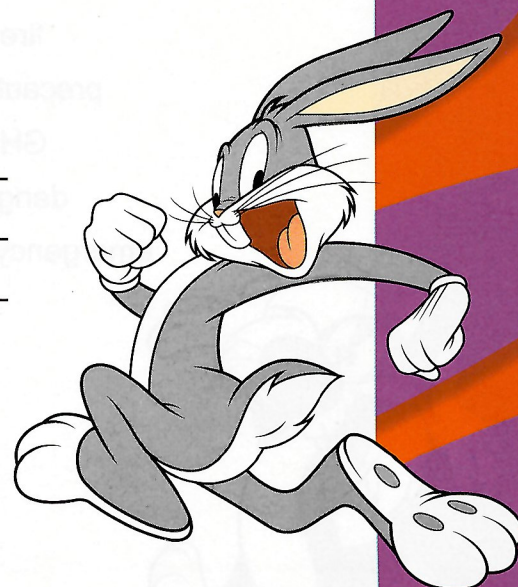
- Ride Areas and Perimeters
- Rail Road tracks
- Attraction Areas and Perimeters
- Chemical Storage Areas
- Electrical Areas
- Mechanical Rooms
- Deep Water Areas
- Most Areas Encompassed by Fencing or barricades
- Any area marked Restricted Area or other warnings

### Who is allowed to enter restricted areas?

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## Six Flags Safety Word Search

P P R E C A U T I O N S U F E E E  
E I F L G N I H T E M O S S E O N  
M V P N R B R X R B P L A C S M O  
E E M E G O P L A G G Y D W T D Z  
R F X F R Q S N J G H M L U P M C  
G G I T I I J K F D S R R B H E Q  
E U M R I D M R E D D A L P W Y J  
N N P B S N E E R S E C U R I T Y  
C I O S M T G T T S W F H E I H L  
Y V Y Y V L A U C E S Y K G L R I  
H E F R V W S I I I R Q X J E C F  
O R I S K T O D D S R S Z Q H H T  
T S R X A M A B S L H T N R C F I  
L A E K R F Z R N V F E S X J V N  
I L X H F N E A E S D L R E B R G  
N O R I D E A A K A C A V S R Z B  
E C R E G N A D K V Q L A I C P O

see	something	say	security
fire	extinguisher	ladder	universal
precautions	restricted	area	SDS
GHS	safe	lifting	first aid
danger	zone	ride	perimeter
emergency hotline			





# QUICK REFERENCE GUIDE

## **SIX FLAGS SELF-SERVICE PORTAL**

Employee Self Service, [Sixflags.team/selfservice](https://sixflags.team/selfservice)

## **TEAM MEMBER PORTAL – TIME & LABOR**

<https://sixflags.team>

## **TEAM SIX REWARDS**

[www.sixflags.com/teamSIX](http://www.sixflags.com/teamSIX)

## **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

ComPsych, (800) 311-4327

[www.guidanceresources.com](http://www.guidanceresources.com)

Company Web ID: MGR311

## **RX RELIEF CARD**

(646) 442-5828

## **VOLUNTARY HOME/AUTO & PET INSURANCE**

MetLife, (800) 438-6388

## **401(K) RETIREMENT PLAN**

Fidelity Investments, (800) 835-5095

[www.netbenefits.com](http://www.netbenefits.com)

## **TEAM MEMBER VOICE PROGRAMS**

Feedback program: [www.SixFlags.com/TMVNOW](http://www.SixFlags.com/TMVNOW)

Register to online survey: [www.SixFlags.com](http://www.SixFlags.com)

## **ETHICS AND COMPLIANCE HOTLINE**

(855) 223-1556

<http://sixflags.ethicspoint.com>

## **SIX FLAGS JOBS**

[www.sixflagsjobs.com](http://www.sixflagsjobs.com)

## **SIX FLAGS PERKS DISCOUNT WEBSITES**

Six Flags Perks <https://sixflags.corporateperks.com>

Plum Benefits [www.plumbenefits.com](http://www.plumbenefits.com), Six Flags code: ac0524924

Ticket Monster [www.ticketmonsterperks.com/perkCode=6FTIX](http://www.ticketmonsterperks.com/perkCode=6FTIX)

AT&T [www.att.com/wireless/sixflagsemployee](http://www.att.com/wireless/sixflagsemployee), Six Flags Fan #: 2419154

Hewlett-Packard (HP) [www.hpdirect.com/employee/six\\_flags\\_inc](http://www.hpdirect.com/employee/six_flags_inc), Six Flags code: 3527

General Motors (GM) [www.gmsupplierdiscount.com](http://www.gmsupplierdiscount.com), Six Flags code: 881491

Partnerships and discounts subject to change at any time. For additional information please refer section Exclusive Team Member Benefits

## **SOCIAL MEDIA INQUIRIES**

Renata Wells, Social Media Agent, [rwells@sftp.com](mailto:rwells@sftp.com)

## **SIX FLAGS STORE**

Get great deals on Six Flags apparel! <http://sftpstore.com>



**Our Team Members are our #1 asset. At Six Flags our mission is creating fun and thrills for all ages. This mission is not only for our guests but also for all of our Team Members. Six Flags offers Team Members exclusive benefits. Below are many exclusive offers for our Team Members.**

Complimentary Ticket & Season Pass Programs

Free Access to other Six Flags Properties

Buddy Pass

Free Parking

Family & Friends Discount Tickets & Season Pass Programs

35% In-park Food/Merchandise Discounts

50% off In-Park Attractions

Discounts on Flash Passes

Educational Assistance

Exclusive Team Member Events

Special Reward & Recognition Programs

Exclusive Partner Discounts

24/7 Team Member Voice Program

Community Service Opportunities

Rules and restrictions may apply.  
For details on the programs listed above  
please contact your local Human Resources offices.





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